Mr. James A. Noel 2057 Flying Hills Lane El Cajon, California 92020

Dear Mr. Noeli

I am very pleased to forward to you your Letter of Commendation from Mr. Helms and your Certificate of Retirement.

Your service medallion has been ordered and, of course, will be sent to you as soon as it is received from the engraver. You should have it in approximately ten weeks.

Sincorely,

F. W. M. Jannoy Director of Personnel

Enclosures Distribution:

0 - Addressee

1 - D/Pers

CIA Letterhead

1 - ROB Soft File

1 - ROB Reader

OP/RAD/ROB/EGraff: gln 14 May 1975

Post Office Box 1925
Washington, D. C. 20013

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Mr. James A. Boel 2057 Flying Hills Lane El Cajon, California 92020

Dear Mr. Noels

I am responding to your letter of 27 November addressed to Mr. John F. Blake, former Director of Personnel.

Your request that your Certificate of Retirement and your Letter of Commendation from the Director be released to you was given very careful consideration. I am most sorry to advise that circumstances still prevail which proclude their release.

Sincerely,

F. W. M. Janney Director of Personnel

Distribution:

- 0 Addressee
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OP/RAD/ROB/EGraff:blc .18 December 1973)

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2057 Flying Hills Lane Kl Cajon, Calif., 92020 November 27, 1973

Mr. John F. Blake Director of Personnel Central Intelligence Agency Washington, D.C., 20505

Dear Mr. Blake:

I am writing to you personally and directly at the suggestion of my old friend and new neighbor, Don Marellus.

As the records will show I retired in the spring of 1971 after 40 years of Pederal service 27 of which were with the Agency and predecessor organizations. At the time of my retirement a small ceremony was neld, presided over by Mr. Tom K., and I was shown various items attesting to my length of service, dedication to duty, etc. However, I was not permitted to take these items with me due to certain cover considerations which I admit have never been quite clear to me. I was told informally in the division that perhaps after a year the items would be forwarded to me. It will soon be three years and I have not yet received them.

I am sure I don't need to tell you how much these items mean to me and what they will mean to my sons in later years. Therefore I would appreciate hearing from you as to the status of these items. I am sure there are many other fellows in the same boat.

AnxlouZsly awaiting your reply, I am

Sincerely,

James A. Noel

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Dear Tom -

I am taking advantage of Gene's coming visit to washington to send you this little note.

We will be moving to the San Diero area the end of this month and hoped to be settled into our new home there by the time mid-September rolls around.

Tom, you will recall that at the time of my retirement you presented me with a letter from Dick, a certificate of service, and (I understood) a silver medallion. All of these items were then returned to be safely stored. away until some future date - not specified I am sure you can appreciate that these items mean an awful lot to me - and eventually will mean a lot to my two sons. I realize and appreciate the need, because of cover reasons, for discretion with respect to displaying these items to friends, etc. At the same time I realize that as the years pass the chances of these items getting "lost" or falling between the chairs back home is very good. I do not want to lose them and it goes without saying that I would honor any restrictions that might be imposed in the event they are sent to me. The outfit in past years has entrusted me with top secrets, with the management of unvouchered funds, with details of sensitive operations. Surely it can now trust me to use intelligent. discretion in the safeguarding of these items I write about. I would appreciate it Tom if you would take this request into careful conWhen I saw you last in Washington you promised one day you would be making a trip out to San Diego. I am holding you to that and hope it will be soon.

Lillian joins me in sending you our warmest regards. Don't forget - whereever I am you and the outfit have a sincere friend who is prepared to help out to the best of his ability.

Sincerely,

Janes A. Noel

14 September 1971

MEMORANDUM FOR:

SA/ADDP

SUBJECT:

Mr. James A. Noel

employed by the Department of State from 1931 to 1968. From 1931 to 1944 Mr. Noel was a benatide Foreign Service Officer. Since 1944 his Department of State employment was in cover status while he was with OSS, SSU, CIG and CIA. He ostensibly retired from the Department of State in 1968. Until his actual retirement from CIA in 1971, he had cover as a consultant for the Department of Army. Mr. Noel received a 35 year certificate and service pin from the Department of State in lieu of the usual CIA retirement documentation and awards. Mr. Noel retired under cover and continues to be administered in this manner.

2. Under current guidelines, personnel retiring from CIA under cover do not receive any CIA retirement documentation or awards since this would be inconsistent with the retention of cover in retirement status.

ERICH W. ISENSTEAD

2 2 於品 197

Mr. James A. Roel 1807 Sebastian Drive Burlingame, California 94010

Dear Jim:

As you reach the end of your active career of Government service, I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than forty years of service to your country. The success with which you have met this challenge should be a source of lasting pride and satisfaction to you.

May I extend to you, personally and officially, my sincere appreciation for the important work you have done and my warmest hopes that you will find full enjoyment in the years ahead.

Sincorely,

Richard Helma

Richard Helma Director-

Distribution:

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Director of Personnel

9 MAR 1971

Telephone Concurrence

16 March 1971 C/EAB/OS

ÔP/RAD/ROE/ERanochak;sl (16 March 1971)

*Concur

May be shown to Subject but must be retained in Agency files.

SMITTAL SLIP 22 Nay 1970 OP/TRB - John McCenn ROOM NO. BUILDING 5 E 13 ligs Would you be able to get the prior Federal Service file on this fellow. He's now a Career Agent with DOD and making retirement plans. JAMES A NOEL 055092 SSN 083 36 2788 5/25/10 Regard soul & Ted RIK . The 7/1/10 Ligart wat to sole . The 7113 173 Res rearely of file, 9/3/10 - Bes Ps. (Pos) are La Re FROM: RAD/ROB = E. Graff eunema Magazine 1718 33 241

UNITED STATES CIVIL SERVICE COMMISSION WASHINGTON, D. C. 20415 REQUEST FOR OFFICIAL FILES 0-5-70 25 MAY 1970 INA: SNT SSN: 083-36-2388 Estional Personnel Records Center General Services Administration 111 Winnebago Street St. Louis, Missouri 63118 19 MARCH 1911 Please furnish the following material, needed by the Commission for the purpose shown below. The bottom part of this loom is for your use as a transmittal. This material will be returned to you as soon as it has served its purpose. Any material classified under E.O. 10501 should be saleguarded and transmitted in accordance with the requirements of that order. MATERIAL BERURD: PURPOSE: X Official Personnel File Request for consideration under C.S. Regulation 731,404 Abstract of Pederal Employment from Official Personnel Pile Request for consideration under C.S. Regulation 732.401; Copies of say informers held To answer Congressional or other correspondence Copies of inferrogateries and replies Por use in considering pending application for All ciples of PET copports of investigation (if you so longer employ thus person, these reposent for the returner - See FPM Chapter 736, Special Request_ Chief, Division of Adjudication and Appraisal U.S. STATE DEP1. POREIGN SERVICE ENSENADA, MEXICO & GUADALAJARA, MEXICO EMPLOYED: 26 JAN. 1931 - 8 AUG. Hopefu of Personnel Investigations To: Division of Adjunctication and Appraisal Bureau of Personnel Investigations U. S. Civil Bermoe Commission Washington, D. C. 20415 The material inducated below is attached as Official Parsonnel File Abstract of Federal Employment Cornes at any interviews held Copies of miterrogatories and replies All copies of FBI reports of investigation REMARKS: The official personnel folder for Mr. Noel 18 in the custody of the Division of Fereign Service Personnel Records, Department of State, Washington, D.C.

6-18-110

SIGNATURÉ

25 MAY 1970

IN 502 OCTOBER 1969

PERSONNEL

27 April 1970

MEMORANDUM FOR: Chief, Retirement Affaire Division

SUBJECT

¿ Mr. James A. Noel

REFERENCE : Dispatch - USFT-1584, 19 March 1970

1. Attached is a copy of a dispatch from subject, now a career agent - in which he poses certain questions with respect to his retirement status based on former service with the Department of State. We forwarded the dispatch to Central Cover Staff, for action with the Department of State: We were informed that there is no record of subject's service in Mexico either with the Civil Service or the Department of State, since records have been destroyed.

2. Since subject's retirement plans are directly involved with the service claimed, it would be appreciated if his records could be checked. Perhaps the kecords Center could be checked.

Virginia C. Lynchunh Chief, DO Personnel & Training

Attachment: As Stated

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William G. EOLMID

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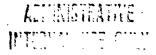
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2 7 APR 1957

MEMORANDUM FOR : James A. Noel

SUBJECT

: Retirement Planning

- 1. As a participant in the CIA Retirement and Disability System, you will reach mandatory retirement at age 60. The prospect of retirement deserves serious thought and planning because of its impact on each of us and for this reason, we are taking this opportunity to provide you with this advance notice that according to our records you will be required to retire on March 1971.
- 2. Planning ahead can bring about, with each passing year, definite progress toward your retirement goals and the Agency is anxious to assist you in your retirement planning.
- 3. We would like to make available to you as much information as possible on the general subject of retirement, your annuity estimates, life and health insurance protection in retirement, opportunities for other employment, Social Security benefits, and other additional material which is available. The Agency feels that this type of information and advisory service should be made available and, hopefully, will be used by employees well in advance of the date of retirement.
- 4. Our Chief, Retirement Branch, on extension 3257, is available to discuss with you any aspect of your retirement planning and we encourage you to contact him.

Enimett D. Echols Director of Personnel

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1 6 AUG 1988

MEMORAHULE FUE: Director of Central Intelligence

THROUGH

Deputy Director for Plans

SUBJECT

Appointment of Ir. James A. Noel as Chief of Base, San Francisco, California

1. The appointment of Mr. Jack A. Hoel as Chief of Pase, San Francisco, California effective of Entender 1966 is recommended. Mr. Roel and replace Mr. Cerald J. Steiner.

2. Mr. Real has been an employee of the Agency since 18 September 1947, and was previously excluded an Chief of Station, Madrid, Spain. A biographic profile, including information regarding his Agency experience and training, is attached.

C. Tracy Harnes Chief, DO Division

1 Attachment Biographic Frofile (Parts 1 & 2)

APPROVAL RECORDEDED:

Acting, Depity Director for Flacs

The recommendation in paragraph I is APPROVED:

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PERCONSEL.

MEMORANDUM FOR: Director of Personnel

THRU : DDP/OP

SUBJECT: PCS Return Prior to Completion of Tour

of Duty - James A. Noel

REFERENCE: CSN-20-59, dated 17 November 1965

1. This memorandum contains in paragraph 2 a recommendation for the approval of the Director of Personnel.

2. Mr. Neel arrived in Madrid as the Chief of Station on 21 September 1961. After home leave, he returned to Madrid on 7 August 1964, for a second tour of duty which would normally be completed on 6 August 1966. We have been advised that upon completion of his current assignment, Mr. Neel will be assigned as Chief of the DODS field office in San Francisco, California. Since the officer now filling that position is required to leave in early September for another assignment, it is very desirable that Mr. Neel arrive in San Francisco about 6 September. Therefore, it is requested that Mr. Noel be permitted to leave Madrid on or about 1 July 1966. This will permit him to take some home leave and arrive at his new post in sufficient time to settle his family, which includes two school age children, and report for his projected assignment on schedule.

Edward Ryan Acting Chief

Western Europe Division

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Josep DOPOP

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PCS Return Prior to Completion of Tour of Duty - James A. Noel

CONCUR:

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The recommendation in paragraph 2 is APPROVED:

Director of Personnel

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Chief of Station, Smirid

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VELUCIACE - Bottle Societies Settlement and Disability System

Action: As indicated

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/B/ Joseph P. Cardia

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() RICHARD B. EGAN

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61-58241

16 Juno 1961

MEMORANDUM FOR: Director of Central Intelligence

VIA

Deputy Director (Plans)

Subject

Appointment of Mr. James A. Nool, Chief of Station, Madrid, Spain

1. The appointment of Mr. Noel as Chief of Station, Madrid, Spain, effective on or about 15 September 1961, is recommended. Mr. Noel would replace Mr. Archibald B. Roosevelt, Jr. who is scheduled to be reassigned to the Covert Action Staff.

- 2. Mr. Noel has been an employee of the Agency since 18 September 1947, and is presently assigned to WH Division. A biographic data sheet, including information regarding his Agency experience and training, is attached.
- 3. In view of the fact that Mr. Noel is not available for interview because he is on home leave the usual interview endorsement is not made a part of this memorandum.

ERIC W. TIMM Chief Western Europo Division

1 Attachment Biographic Information

APPROVAL RECOMMENDED:

Deputy Director

Richard & Prosell

DDU 61 8 11 1561

The recommendation in paragraph 1 is approved:

Director of Central/Intelligence

1 1 AUG 1961 (Date)

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16 June 1961

Name: Grade: Service Designation:

Date and Place of Birth:

Marital Status:

Education and Caroor Outside the Agency:

1926 - 1929 1931 - 1944

1944 - 1947

Languages:

Military Duty:

CIA Experience:

Sep 1947 Mar 1949 Aug 1949 Aug 1951 Sep 1952 Aug 1954 Jan 1956 Jun - Jul 1956 Jun 1957 Apr 1958 Apr 1951 James A. Noel GS-16 D

March 19, 1911 New York, New York

Married Wife: Lillian B. Noel Son : James A. Noel, Jr. Son : Richard A. Noel

San Diego Senior High School
Department of State
Ensenada, Mexico; Vice Consul
Mazathan, Mexico; Vice Consul
Guadalajara, Mexico; Vice Consul
OSS/SSU/CIG
Spain and Guatemala; Chief of Station

Spanish; Good

None

OSO/FBT/Guatemala; COS, GS-12
Promoted to GS-13
OSO/FBT/Buenos Aires; COS, GS-13
Promoted to GS-14
DDP/WH/Caracas; COS, GS-14
Promoted to GS-15
DDP/WH-1/Branch Chief, Headquarters
TDY - South America
DDP/WH-2/Branch Chief, Headquarters
DDP/WH-2/Branch Chief, Headquarters
DDP/WH/Havana; COS, GS-15
Promoted to GS-16

SECRET

- 2 -

15 June 1961

Name:

CIA Training:

James A. Noel

Investigation Techniques
Photography
Communications Training
Familiarization Sound & Surveillance
Equipment
Intelligence Orientation
SAIC
AIC
Documentation
Cryptographic Training
Psychological Warfare
Clandestine Political Warfare
Basic Supervision
Clandestine Political Warfare

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FORM 1152a

12 February 195

MEMORANDUM FOR: Director of Central Intelligence

VIA:

Deputy Director (Plans)

SUBJECT:

Appeintment of Mr. James A. NOEL, Chief of Station, Havana, Cuba

l. The appointment of Mr. Noel as Chief of Station, Havans, Cuba, effective on or about 7 September 1958, is recommended. Mr. Noel would replace Mr. William B. Caldwell whose reassignment to another field station is under active consideration.

2. Mr. Noel has been an employee of the Agency since 15 August 1944; and is presently assigned as Chief of Branch II, WH Division, Headquarters, CS-15. A biographic data sheet, including information regarding his Agency experience and training is attached.

Western Hemisphere Division

1 Attachment Biographic information

APPROVAL RECOMMENDED:

Mr. Noel has been interviewed by the Chief of Operations, and by myself, and we are satisfied that he is qualified for this assignment.

5 March 1958

on in paragraph 1 is APPROVED: The Neco

1 0 MAR 1958

(Date)

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Branch Chief

19-15

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TDY Stand-by Status

Subject is qualified for one (3 weeks) ToY. (11/25/57) Must be evaluated for each TDY.

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This Notice Expires 1 July 1958

N 20-190-139

NOTICE NO. 20-190-139 PERSONNEL 2 July 1957

ANNOUNCEMENT OF ASSIGNMENTS TO KEY POSITIONS

PANEL OF EXAMINERS OF THE CIA SELECTION BOARD

In accordance with paragraph 5b of Regulation No. 20-105, The Career Staff of the Central Intelligence Agency, the following persons are appointed, effective 1 July 1957, to serve as members of the Panel of Examiners for the period ending 30 June 1958:

Name	Service Designation	Organizational Component
Albertsen, C. V.	DP	DDP/WE
Brent, Irl Darcy	IS	DDI/OŠÍ
Broe, William V.	DI	DDP/FE
Bussey, Robert O.	DT	DDP/TSS
Cain, Benjamin B.	OD	DDI/OO/FDD
Coldwell, John J.	SP	DDS/OP
Christ, David L.	DT	DDP/TSS
Connor, Sydney	IB	DDI/OBI
Covell, Louis C.	, C	DDI/OCR
Czajkowski, Anthony	oc	DDI/OO/C
Darling, James A.	DM	DDP/NEA
Dean, Warren L.	DI	DDP/WE
Desmond, Daniel H.	SC	DDS/OC
Dillon, Thomas P.	SL	DDS/OL
Flynn, Anthony P.	DI	DDP/CI
Ganley, Frederick W.	SF	DDS/Compt
Gause, William M.	<u>S</u> L	DDS/OL
Gibson, Frank E., Jr.	,SM	DDS/Med
Giesecke, Fritz H.	DP	DDP/EE
Gimmell, Kermit Y.	IB	DDI/OBI
Godfrey, Francis E.	· C	DDI/OCR
Hall, Fred H.	SS .	DDS/OS:
Heimann, Peter K.	DÎ,	DDP/FE
Henderson, Donald G.	IN	DDI/ONE
Heney, Cerlyle F.	SS	DDS/OS
Hines, Samuel M.	D	DDP/PPC

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S-E-C-R-E-T

NOTICE NO. 20-190-139 PERSONNEL 2 July 1957

Name	Service Designation	Organizational Component
Ilyin, Boris	DP .	DDP/SR
Ingersoll, Harold B.	IC	DDI/OCI
Johnson, Quentin C.	DI	DDP/SR
Karamessines, Thomas H.	DI	DDP/FI
Kaylor, James S.	D	DDP/I&R
Lamberth, Rugh R.	IR	DDI/ORR
Larsen, Boyd N.	Š T SL	DDS/Compt
Love, Benton S.	SL	DDS/OL
Little, Harry W., Jr.	DÌ	DDP/FE
Lyon, N. Harris	SS	dus/os
MacDonald, John	SC	DDS/OC
Mathews, Charles V.	IS	DDI/OSI
McPherson, Paul S.	OB ·	DDI/OO/FBID
Mitchell, Michael G.	DI	DDP/FI
-Noel, James A.	. DI	DDP/WH
Pearson, Robert W.	SL	DOS/OL
Porter, George A.	SC	DDS/OC
Procaccino, Joseph	DI	DDP/WE
Ranlet, Robert R.	, DM	DDP/PP
Reff, Joseph S.	SP	DDS/OP
Schmalbach, Stewart	SC	DDS/OC
Secley, Jay S.	IR	DDI/ORR
Shallcross, Lawrence B.	ST	DDS/OT
Shattuck, William B.	ST	DUS/OT
Shaw, J. Arnold	SA	orr/dci
Sherman, Katherine	DI	DDP/FE
Steege, Harold N.	SC	DDS/OC
Tenney, Calvin W.	ĎI	DDP/CI
Voigt, Frederick A.	IC ·	DDI/OCI
von Schrader, Atreus	` SP-	off/ddI
Wattles, Robert S.	SA	DDP/WH

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

II. CATES ILOYD
Acting Deputy Director
(Support)

DISTRIBUTION: A, plus each member of the Panel of Examiners

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S-E-C-R-E-T

STANDARD FORM 52 PRIME SATE FOR THE STANDARD FORM 52 PARTY OF THE STANDARD FORM STANDARD FORM STANDARD FORM STANDARD FORM PERSONNEL ACT	riosi	·	t.	 # YO UG	18780		
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26 May 1954

MEMORANDUM FOR: PERSONNEL OFFICER, FI

SUBJECT:

NOEL, James A. -Recommendation for Promotion

1. Mr. James A. Hoel was born 19 March 1911, in New York City, is married and has two children. He graduated from San Diego Senior High School and entered the United States Foreign Service, where he served as consular officer in Merico and Spain, from 1931 to 1944. He served as consular officer in Merico and Spain, from 1931 to 1944. He served in Madrid and Barcelona and was promoted to CAF-12 in 1946. He subsequently served at Guatsmala City as Chief of Station, and in March 1947, was promoted to CS-13. He was assigned to Buenos Aires as Chief of Station, and in August of 1951 was promoted to CS-14. Subject is presently Chief of Station at Caracas, Venezuela.

- 2. Mr. Noel has been rated Excellent to Outstanding as Chief of Station. His last efficiency report in June 1953 reflected a lower rating due to a difficult personnel situation and hospitalization. However, tols situation has been resolved, and it is feit that Mr. Noel has earned his promotion to GS-15.
 - 3. Your approval is requested.

J. Caldwell King Chief, WH

21 January 1954

MENORANDUH FOR: CME

SUBJECT: Reference to James A. Noel by William I. Clark, Assistant Director U.S.I.A. for Latin America.

During the briefing of CIA personnel conducted by William I. Clark, Assistant Director of U.S.I.A. for Latin America, on the January 195h, he twice referred to the excellent cooperation between our Chief of Mission at Caracas, James A. Noel and the P.A.O., which he characterized as exemplary and a model for all other stations.

CPP/WH

Distributions

Original and 1: Addresses

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IN 12169

INFOREATION: ADSO (3-4), SED (5), CFD (6), COMMO (7-8), IID (9)

TO: WASHF CITE: BUEN-

RE: WASH 4980 (OUT 95043)

RECKER DEPARTED FOR URUGUAY 22 DECEMBER. IN CHARGE.

Yames hoel

TOR: 19322 22 DEC 49

Copy No. 5

- 3. To be able to plan my travel and leave, it is important that I know the approximate duration of TDY:
- . D. hould it be possible to perturn the date of my arrival at my new root until 15 June? This would be a great convenience to me, and I would appreciate any consideration which Headquarters may be able to give to this request.

Sief of Station

close rolation to the job be is doing. Since this job is directly concerned with national eccurity and the national interest, and has been consistently well done; I believe that Mr. Boel can be said with sincerity to be an employee of unquestionable layalty and integrity.

- 5. The same beliefs of the writer portain to Mr. Heal's wife, whem I have not on many coonsions and found to share his attitudes and feelings completely. She, too, is strongly interested in the work Mr. Heal is engaged in and has few, if any, outside interests. Their hams life to happy and wholesome and their social activities appear strictly restricted to the business of the day.
- 6. In this respect, I believe that both kr. Hool and his wife are, by training and personality, escurity conscious people who are quite happy to devote themselves to the success of the earser in intelligence which Mr. Hool has selected.

REGISTRY

1948 FEB 17 12 42

RECFIVED

Contract to

Office Memorandum • UNITED STATES GOVERNMENT

TO : Miss K. Haller, X-2

DATE: 21 August 1945

FROM : OSS Draft Deferment Committee

AUBIRCT

The local Board has notified us as follows:

Serves Arthur Noel Class 2-A Eff. Aug. 1, 1945 until Indefinitely



Office Memorandum . United states government

Mr. William Sherwood

17 October 1944

PROM M. L. Brockdorff

Mr. James Arthur Hoel SUBJECT:

This office is in receipt of advice from Mr. Noel's Local Board, dated 12 October 1944 that he has been classified II-A until 9 April 1945. The Local Board also stated that their records show that the registrant was never ordered for a preinduction physical examination by that Board.

M. L. Brockdorff

Administrative Assistant

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OFFICER BEING RATED	•	POST	
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SIGNATURE OF REVIEWING OFFICER	3	TITLE	
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	EVALUATION OF	PERFORMANCE	
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tial directives? X Yes No			
Has he seen this report? Yes	rii 140	<u> </u>	
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(Attach additional sheets, if necessary for t			
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FORM 4-65 FS-572

MPAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE DROER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCE DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 14 JULY 1968

NAME

SERIAL BRON. FUNDS GR-STER

NOEL JAMES A

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Caps 2-POD, Copy 2-Operating Component, Caps 6-OCS/OPS, Copy 7-File

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CHIEF, OFFICIAL COVER CCS

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(13.20.41

PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF RE 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVINCE IN THE CIA ACT OF 1949 AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1982.

EFFECTIVE DATE OF PAY ADJUSTMENTS A OCTOBER 1947

NOEL JAMES A

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI DIRECTIVE DATED 8 GCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

NAME

SERIAL ORGN. FUNDS GRESTEP SALARY SALARY

NOEL JAMES A

055292 50 660 CF QS 16 5 \$22.331 \$22.755

NOTIFICATION OF PERSONNEL ACTION ODF 1. SERIAL NÜMBER 2. NAME (LAST-FIRST-MIDDLE) 055292 NOEL JAMES A DESIGNATION AS PARTICIPANT IN CIA I S. CATEGORY OF EMPLOYMENT 4. EFFECTIVE DATE REGULAR RETIREMENT AND DISABILITY SYSTEM 01, 16 66 7. COST CENTER NO. CHARGEABLE SECTION 203 V TO ČĒ V, 19 ¥ PUNDS 6136 1347 0000 P.L.88-643 cr to cr 9. ORGANIZATIONAL DESIGNATION 10. LOCATION OF OFFICIAL STATION DOP NE FORE IGN FIELD MADRID STATION OFFICE OF THE CHIEF MADRID, SPAIN 11. POSITION TITLE 12. POSITION NUMBER 13: SERVICE DESIGNATION ATTACHE CHIEF OF STATION **0399** A cavol was sies. 14. CLASSIFICATION SCHEOULT (ST. LE, me.) 15. OCCUPATIONAL SERIES "28458" 16 5 22331 GS 0136.05 EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE. MADRID, SPAIN SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 24. Hdgles | 25 DATE OF BIRTH CODE Code BUMBERS ALDER 26. DATE OF SHADE U: DATE OF LEI 22. STATION 23. INTEGREE 19 11 03 20 60 10 10 65 28 10 50660 WE 67033 3 031 · F RETIREMENT DATA 31. SEPARATION 32. CORRECTION/CANCELLATION BATA 33. SECURITY 34 SEX. DATA CODE COOR TAPE. EOD DATA 2 15. VET: PREFERENCE 36. SERV. COMP. DATE | 37: LONG. COMP. DATE | 38: CAREER CATEGORY FEGLI / HEALTH INSURANCE IO. SOCIAL SECURITY NO O . WALVE 1 - 765 TEMP PREVIOUS GOVERNMENT SERVICE DATA STATE TAX DATA 42. LEAVE CAT. 43-FEDERAL TAX DATA 44. O - HO-PREVIOUS SEPTICE FORN EXECUTED COOR NO TAN STATE COOL 1 . NO SPEAK IN SERVICE 1 - YES SIGNATURE OF OTHER AUTHENTICATION" 52352 1 Use Previous . Edition SECRET 1150

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PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 69-301 PURSUANT TO AUTHORITY OF DOT AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND APDOT POLICY PIREDITY DATED H JCTUBER 1962.

EFFECTIVE DATE OF PAY ADJUSTICATE 10 OCTOBER 1955

NAME

SERIAL ORGN. FUNDS GRASTER SALARY SALARY

NOEL JAMES A

055292 50 660 CF GS 16 5 \$21,955 \$22,331

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I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: (U) 19/18 8 8 8 8 8 18 8 20 Aug 19/16

- PAY CHANGE NOTIFICATION

CLERKS INITIALS

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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962:

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

	1	1	Per A	nnum	Rate	Rates and Steps			***		
GRADE	*1	2	3	4	5	6	7	8	9	10	
GS-1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420	
GS- 2	3,680			4,055	4,180	4,305	4,430	4,555	4,680	4,805	
GS-3	4,005	4,140						4,950	5,085	5,220	
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,320	5,530	5,680	5,830	
GS- 5	5,000		5,330	5,495	5,660					6,485	
GS- 6	5,505	5,690	5,875	6,060	6,245			6,800			
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250		7,650	7,850	
GS- 8	6,630	6,250	7,070		7,510	7,730	7,950	8,170			
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,120	9,425	
GS-10	7,900	8,170	8,440	8,710	3.980				10,060		
GS-11	8,650			9,535	9,830	10,125	10,420	10,715	11,010	11,305	
GS-12	10.250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445	
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855	
GS-14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580	
GS-15										21,590	
GS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175		
GS-17		22,195	22,945	23,695	24,445	` <i></i> [}			
GS-18	24,500										

IN ACCORDANCE WAITH THE PROVISIONS OF PURLIC LAW B7 - 790 AND COL MEMORA WITH DATED IN AUGUST 1986 . SALARY IS ADJUSTED AS FOLLOWS. SERECTIVE 18 OCTOBER 1962.

NAME

SERIAL OPEN FUNDS GRIST SALARY ORIST SALARY

NCEL JAMES A

55292 62660 CF 1

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED

1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD NAME SERIAL ORGN GR-ST OLD SALARY NEW SALARY

D NOEL JAMES A 555292 46 52 GS-16 1 \$14,190 \$15,255

DIRECTOR OF PERSONNEL

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GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE
12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI
DIRECTIVE. SALARY AS OF 15 JUNE 1955 ADJUSTED AS FOLLOWS

NAME SERIAL GRADE-STEP OLD SALARY NEW SALARY

NOEL JAMES A 555292 GS-15-3 \$12,150 \$13,370

GORDON M. STEWART 75/ DIRECTOR OF PERSONNEL

PERSONNEL FOLDER

SECRET NOTIFICATION OF PERSONNEL ACTION DMG 4 APR 58 3. Date Of Birth 4. Vet. Pref. 1. Serial No. 2. Name (Last-First-Middle) None-0 Code 5 Pt-1 10 Pt-9 Mo: Da. Mo. Da. Yr. 555292 NOEL JAMÈS A 03 19 hr 10. April. Alliday. 11. FEGLI 12. 13. 2"; 8. CSC Retmt. 9. CSC Or Other Lagail Authority Do: 18 Yes 1 Code Mo. Yos - 1 No - 2 Mo. Da. 26 50 USCA 403 J PREVIOUS ASSIGNMENT 15. Location Of Official Station Station Code 14. Organizational Designations DOP WH BRANCH II WASH.D.C. ARGENTINA SECTION 16 Dept Field 17. Position File 19. Serv. 20. Occup. Series 3 Code ATTACHE AREA OPS OFF BR. CH. 0460 0136:01 21. Grade a Step 22. Salary Or Rate 02 9925 15 3 12150 ppropriation Number 24. Date Of Grade 25. PS Due Mo. Da. 15 3 8 3500 10 200 **ACTION** 27. Nature Of Action 28. Ell. Date 29. Typo Okt mployee Code 30. Separation Data Mo. Da. (") REASSIGNMENT 041 061 58 REGULAR CM PRESENT ASSIGNMENT 32. Location Of Official Statio 31. Organizational Pasignation Station Code DOP WH BRANCH III HAVANA CUBA 117025 4652 HÁVANA CUBA STATION 33. Dept. - Field 34. Position Title 85. Position No. 36, Serv. 37. Occup. Series Codo ATTACHE FSS. 01 14 G\$ 0136.01 CHIEF OF STATION (2) 39. Salary Or Kate 41. Date Of Grade 42/151 Due 38. Grada a Siop 30 43. Appropriation Number 9925 12150 Yr. Mo. Da. 159 8 3545 55 055 DI 15 3 44. Romarks POSTED 9 ,444 FORM NO. 1150a SECRET 136 47115s

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AMERICAN. TEXTURE PERSONS. UN VOUC LERED REQUEST FOR PERSONNEL ACTION REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse. L MME (Mr.-Mise-Mrs.-One given name, initial(s), and surname) 2 DATE OF BURTH. 4 DATE OF REQUEST 16 Feb.54 19 Mar. 1911 Mr. Jamed A. NOBL L MATRIE Of ACTION STORESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
Reas Signment 28 Feb.54 B. PORTICE (Specify whether establish, change grade or title, etc.) B. APPROVED: FEB 28 1954 10 ARZA OPS OF - STA CH PAF-93-14 (Attache, FSS-4) GS-0136,01-14, 19800.00 p.a. (ATTACHE, FSS-L) GS-132-Li, \$2800.00 p.a. (FSS-L), \$7929.00 p.a.) A POSITION TITLE AND A SERVICE GRADE AND (FSS-4, \$7929.00 p.a.) IS GREANIZATIONAL DDP/WH DDP/WH CARACAS, VENEZUELA CARACAS, VENEZUEIA IL HEADQUARTERS DEPARTMENTAL HELD X nao DEPARTMENTAL 12 FIELD OR DEPARTMENTAL A. BEMARKS (Uso reverso il mocossari BAP-93 D. REQUEST APPROYED BY 14. POSITION CLASSIFICATION ACTION 13. VETERAN PREFERENCE CD: FI 20. LEGAL RESIDENCE DATE OF APPOINTMENT APPOARTS
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	CONFIDENTIAL FUNDS PERSONN	EL ACTION
NAME NOUL, James A.		19 September 1950
HATURE OF ACTION		EFFECTIVE DATE
Periodic Par Increas		17 September 1950.
	FRON	
TITLE	Intelligence Officer (Staff)	Intelligence Officer (Staff)
GRADĘ, AND- SALARY	6S-13 \$7600.00	cs-13 \$7800.00
OFFICE	080	QS 0
DIVISION	FDT	FOT
BRANCH		
DEFICIAL STATION.	Buenos Aires	. Buenos Aires
QUALIFICATIONS.	APPROVAL TO ASSISTANT DIRECTOR	[EXECUTIVE
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	ACCORDANCE WITH AGENCY REGULATIONS	YES NO
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÷_	CONFIDENTIAL FUNDS PERSON	NEL ACTION		
NOBL, James A.		10 November 1949		
	ssification Act of 1949*	SQ Outobor 1949		
	FROM	То		
TITLE	Intelligence Ofricer (Staff)	Intelligence Officer (Staff)		
GRADE AND SALARY	CAF-16 \$7432.20	GS-13 \$7600.00		
OFFICE	080	ORO .		
BRANCH	PBT.	FD?		
DINIS ION				
OFFICIAL STATION	Buenes Aires	Buenes Aires		
QUALIFICATIONS.	FOR ASSISTANT DIRECTOR	EXECUTIVE		
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CLASSIFICATION	PERSONNEL OFFICER			
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	516	SHATUPE OF AUTHENTICATING OFFICER		
RIMARKS: * Per authority	contained in 1tr DCI - 28 October	1949		
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FORM NO. 37-1 PREVIOUS EDITIONS ARE NOT TO BE USED. SECRET

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	CONFIDENTIAL F	UNDS PERSONN	EL ACTION		
James A. No	ها ^{د د}		DATE 28 J	une 1949	
RESIDENCE AT TIME OF EMPL				V 14 2/4/	
LOCAL ADDRESS					
CITIZENSHIP SEX		ITAL STATUS	NO. OF DEPENDENTS	DATE OF APPOINTMENT	
NATURE OF ACTION Transfe	or and Ressairment		EFFECTI 24	July 1949	
	FR	OH		т0	
TITLE	Chief		Intelliger	Intelligence Officer (Staff)	
GRADE AND SALARY	CAF-13, \$7432.	20	CAF-13, \$7	/ <u>/</u> 32 ,2 0	
OFFICE	080		030		
BRANCH	386		FBT		
DIVISION		<u> </u>			
DEFICIAL STATION	Gnaterala City		Buenos Air	OŠ [,]	
	FIELD	approval"	HEADQUART		
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HIEF OF STATION	CALL CALL COLOR	FOR THE ASS	ISTANT DIRECTOR		
PERSONNEL OFF		FFICER			
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	CONFIDENTIAL FUN	DS PERSONNEL	ACTION	US.
NAME - NOEL, Jemes Arthur		-	25 Pebrus	ry 1949
RESIDENCE AT TIME OF EMPLOYMEN	1			
LOCAL ADDRESS				
	of Birth Marita March 1911 Harri		. OF DEPENDENTS	DATE OF APPOINTMEN
NATURE OF ACTION Promotion			errective 7 Mara	
	FROM.			10
TITLE	Chief of Station		Chief of Sta	tion`
GRADE AND SALARY	CAP-12 86714.4	XO	CAF-13 67/32-20	
OFFICE	OSO - FBT		OSO - FBT	· · · · · · · · · · · · · · · · · · ·
BRANCH .				
DIVISION				
OFFICIAL STATION	Gnatemala City	•	Guatemala Cit	3 7
	APP	ROVAL		
FIELO	,		HEAUQUARTER	9
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HIEF OF STATION		FOR THE ASSISTA	T DIRECTOR	10 g/s
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		PERSONNEL OFFICE	a George	Milan
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	PERSONNEL ACTION RE SPECIAL FUNDS	QUEST (L)
HOTE: See instructions on reverse		12 October 1948
LEGAL ADDRESS California	• •	Marital Status Married
LOCAL AODRESS		NUMBER OF DEPENDENTS
TELEPHONE	CITIZENSHIP USA	SEF B AGE 37
TATURE OF ACTION Periodic Pay	1	17 October 1948
-	FROM	TO
fitie	Chief of Station	Chief of Station
irado and Salary	CAP-12 86474.60	CAP-12 \$6714.00
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fficial Station	Guntemala City	Gustemala City
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pocial foreign Living		
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6512 11/4/4	APPRÓVAL	
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CHIEF OF STATION	QATE QATE	PERSONES SPENCES DATE
SPECIAL FUNDS OFFICER	DATE	Service Selection Date
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	DATE CHILD	AND THE COUNTY OF DATE
	DATE	SPECIAL PLACE OFFICER DATE,
	(CA)	

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This form in to be infilited in this Christe appropriate branch or Office Clief for more due in secretary and in personal procedures. Spon approval, the original of the copy will be retained by the Dilbursing Office and one copy returned to the original profice.

NAME ROSL, JAMES A.	DATE 19 March 1947
NATURE OF ACTION Portodic Increase	MINDER OF DEPENDENTS COS
EFFECTIVE DATE 6 April 1947	LOCATION OF DEPENDENTS
MARITAL STATUS Harried	CIPTENSHIP U.S. SEX M ACE 35
FROM	70
POSITIONChief of Station	FOSITION Chief of Station
CONTROL NO.	CONTROL NO.
CLASSIFICATION CAP-12	CLASSIFICATION CAP-12
ANHUAL GROSS SALARY \$5905.20	ANNUAL GROOM SALARY SOLL 60
OFFICIAL STATION Guatomala City, Guat	anala STICIAL STATION Guatemala, City, Guatemal
ALLOWANCES: QUARTERS	ALIONANCES:
COST OF LIVING	COST OF LIVING
SPECIAL FOREIGN LIVING	SPECIAL POPEIGE LIVING
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OFFICE: BRANCH DIVISION	cyfice: coo-fr a
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IMSURANCE TO BE WITHHELD IN UNITED STATE. (Amount subject to change if premium is	s Increased or decreased)
SAVINGS BONDS	12,50
DEALBEREAL MITHHERP IN ARLASD STRIES	37.50
official (Specify in detail)	
ALIGNMENTO (Banc of Allottee)	N=2.66
Address	
TOTAL GROSS SALARY PER PAY PERIOD	Forgue
I hereby authorize and direct the Diebus compensation.	reins dirice to make above allotments from my
Form. No. 37-1	(Signature of Lagloyee)

JOB DESCRIPTION:

SPECIAL QUALIFICATIONS

REASONS FOR ACTION

DATE OF LAST PROMOTION

Periodic Pay Increase - Last Salary Increase - 1 Sep 1946

APPROVEDOFFICE	APPHGVED OFFICE
(Chief of Mission) Date	(Addinistrative Officer)
(Security Officer)	(Edanch Chilos) Drito 20/3/47
(Special Funds Officer) Date	(Chaipman, Fore Review Com.)
n vinner i vinner i vinner i vinner i vinner i vinner i vinner i vinner i vinner i vinner i vinner i vinner i v	(Special Funds Officer) Date 242/34

P. C. S. C. C. C.

PURSONNEL ACTION REQUEST

SECRET

This form is to be in. Lated in triplicate by the appropriate Pranch or Office Chief for processing in accordance with existing personnel procedures. Upon approval, the original and one copy will be retained by the Disbursing Office and one copy returned to the originating office.

NAME NORLA JAMES A.	DATE 5 March 1947
NATURE OF ACTION Transfer	NUMBER OF DEPENDENTS One
EFFECTIVE DATE 10 March 1947	LOCATION OF DEPENDENTS
MARITAL STATUS	CITIZENSHIP AMORICON SEXUALO AUE 35
FROM	Ť9
POSITIONChief of Station	POSITION Chief of Station
CONTROL NO.	CONTROL NO.
CLASSIFICATION CAP-18	CLASSIFICATION CAP-18
ANNUAL GROSS SALARY \$5908.20	AINUAL GROSS SALARY 85005 20
FFICIAL STATION Barnelons; Spain	OFFICIAL STATION Guatomala City.
ALLOWANCES:	ALLOWANCES: QUARTERS
COST OF LIVING	COST OF LIVING
SPECIAL POREION LIVING	SPECIAL FOREIGN LIVING
TOTAL	TOTAL.
FFICE: BRANCH OSO - FBK DIVISION	OFFICE: BRANCH OSO FEE DIVISION
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TAX WITHHELD IN UNITED STATES	
INSURANCE TO BE WITHHELD IN UNITED STATES (Amount subject to change If premium 1:	
SAVINGS BONDS	
RETIREMENT WITHHELD IN UNITED STATES	
OTHER (Specify in detail)	And the commence of the commen
ALLOTMENTS (Name of Allottee)	Annual annual annual annual annual annual annual annual annual annual annual annual annual annual annual annual
Address	
TOTAL GROSS SALARY PER PAY PERIOD	\$
	rsing Office to make above allotments from my
compensation.	

JOB DESCRIPTION:

SPECIAL QUALIFICATIONS

APPROVED OFFICE APPROVED - V.S. OFFICE

(Pield)

(Cnief of Mission)

Date (Administrative Officer)

Date (Security Officer)

Date (Special Funds Officer)

(Special Funds Officer)

(Special Funds Officer)

(Special Funds Officer)

(Special Funds Officer)

REASONS FOR ACTION

DATE OF LAST PROMOTION

A June

PERSONNEL ACTION REQUEST,

This form is to be included in triplicate by the appropriate Branch or Office/Chief for processing in accordance with existing personnel procedures. Upon approval, the original and one copy will be retained by the Disbursing Office and one copy returned to the originating office.

NAME ROEL JAITS A.	DATE 601 20 1946
NATURE OF ACTION New Appointment	NUMBER OF DEPENDENTS ONe
EFFECTIVE DATE UCT 20 1946	LOCATION OF DEFENDENTS Barcolona, Spain
MARITAL STATUS BAFFIED	CITIZENSHIP American SEX Amale AGE 35
FROM	TO
POSITION	POSITION Chief of Station, Rircelona
CONTROL NO.	CONTROL NO.
CLASSIFICATION	CLASSIFICATION CAP-12
ANNUAL GROSS SALARY	ANNUAL GROSS SALARY \$5905.20
OFFICIAL STATION	OFFICIAL STATICY Barcelona, Spain
ALLOWANCES:	ALLOWANCES: \$ 900.00
COST OF LIVING	COST OF LIVING 840.00
SPECIAL FOREIGN LIVINO	SPECIAL POREIGN LIVING
TOTAL	TOTAL \$ 1,740.00
OFFICE: BRANCH DIVISION	office: BRANCH FSRO DIVISION
TO BE PAID BY Undirid (Field) TAX WITHHELD IN UNITED STATES	CFFICE \$ 121.53
INSURANCE TO BE WITHHELD IN UNITED STATES (Amount subject to change if premium is	
SAVINGS BONDS	37.50
RETIREMENT WITHERLD IN UNITED STATES	
OTHER (Specify in detail) Acot. of J. A. & Lillian B. Hool	
ALLOTMENTS First National Bank of San Me (Name of Allottoe)	282,71
Address Sta & Broadway, San Diego,	California
TOTAL GROSS SALARY PER PAY PERIOD	\$i55i48i4
I hereby authorize and direct the Disbur compensation.	sing Office to make shove allotments from my
	Jim Mist
Form No. 37-1 Sep 1946	(Signature of Employee)

JOS DESCRIPTION:

Calef of Station at Sarcalona. Administration of office. Preparation of all administrative and intelligence reports emanating from Barcalona office. Direction of Emresions chains. Direction of Bilbao chains with contact maintained by occasional visit to that area. Processing of Bilbao material. Preparation on benalf of the Consulate General, Barcalona, of political rejorts; of reports on military activity on behalf of the Military Attache, Madrid, and of weekly report on movement of naval vessels on behalf of the Baval Attache, Madrid (through the Consulate General). Cooperation with the Joint British-American Trusteeship (ACC), Madrid, on "safe haven" cases. Liaison with British I.5.

SPECIAL QUALIFICATIONS

REASONS FOR ACTION

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NARRATIVE COMMENTS

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Mr. Noel is much too experienced and practiced a hand for his performance to vary very much from year to year. He has continued to the highly creditable performance in San Francisco that has been standard for him for many years. He has managed his subordinates well and has exercised uniformly good judgment in directing their operational efforts. Of particular value has been his steadiness in the face of administrative adversity disrupting the organization of his Base. Mr. Noel insured that the work of the Base continued uninterrupted and demonstrated his capacity to keep on top of all details and report them to Headquarters as appropriate. It is a credit to Mr. Noel that in the post-Ramparts exposure period there was not a single instance of an academic asset withdrawing from a relationship with the Base.

The performance of his officers attesisthe careful guidance and wise leadership which has enabled them to operate securely and well in sensitive areas. His realtions with the FBI and DCS are excellent. He is appropriately economy minded. In short, he is a decidedly strong supervisor.

SECTION D	CERTIFICATION AND C	OMMENTS
J	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A.	B, AND C OF THIS REPORT
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15 July 1968	C/DO/I	Stanley H. Gaines
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Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of manager to be approvided by the provider of the described, if applicable.

Mr. Noel is an old hand at running Bases or Stations abroad and his performance as Chief of Base, San Francisco, amply attests that. It goes without saying that he understands all aspects of the business, knows how to delegate, organize, direct and report. He has continued to do all these things well. His seniority, experience and maturity served the Agency in particularly good stead during this period when the location of his Base was compromised in the public press, through no fault of Mr. Noel. His subsequent and consequent actions were all taken with sound judgment and appropriate calm and circumspection. He was also most receptive to, and cooperative in, Headquarters suggestions in this matter. He is, of course, cost conscious and an excellent supervisor. His overall performance is that of a high order of senior Agency officers.

SECTION D	CERTIFICATION AND CO	MMENTS
1.7.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A. E	, AND C OF THIS REPORT
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21 August	C/DO/1	(signed in draft) Stanley H. Gaines
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28 August 1967	Chief, DO Division	Gordon J. Jorgensen

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(When Filled In)
HARRATIVE COMMENTS

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12 May 1965

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: James A. Noel, Employee Serial No. 055292 D
Fitness Report for the Period 1 April 1964 Hdg +5
to 31 March 1965

- 1. Subject, who was born 19 March 1911, is a GS-15 and has been assigned to Madrid as Chief of Station since October 1961.
- 2. As Chief of Station, he is charged with the organization and management of the station and is responsible for the planning, direction, and supervision of all its activities. He also exercises general supervision of the Barcelona base. Assisting him and under his general supervision are 24 staff employees and 15 contract employees.
- 3. Subject serves as the Ambassador's principal intelligence officer, as chairman of the Embassy Defector Committee, as the Agency representative on the Embassy Country Team, and as the coordinator of U.S. clandestine intelligence operations in Spain. Accredited as the Agency's representative to the Spanish Intelligence (AEM) and Security (DGS) services, he plans, directs, and supervises all aspects of the station's multi-level liaison with these services and personally handles the liaison with the Service chiefs and a number of their senior officers. On the operational side, subject handles BISHAD/1, CITIZEN and QUWIND/1. He recruited QUIP/1 during the rating period, arranged a new cover job for HARRIOTT through QUWIND/1, and participated in the handling of QUMALT and QUHOPS.
- 4. Subject is an experienced and mature officer, possessing an excellent command of Spanish. Highly motivated, conscientious, and industrious, he readily accepts responsibility and is both thorough and reliable in the execution of his duties. Even tempered and affable, he holds the confidence and friendship of those whom he directs and those to whom he is responsible, and the morale of his station is noticeably high. He is alert to the operational possibilities

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of any given situation, evidences sound and objective judgment, and works well under pressure. He writes lucidly, speaks articulately, and exhibits a high degree of cost consciousness in the use of government funds and property. His delegation of responsibility to others is meaningful and well delineated.

- 5. Subject's performance has been strong throughout the rating period. He has given the station purposeful direction and competent management and as an effective supervisor who commands the loyalty and respect of those whom he supervises, he has succeeded in obtaining a maximum effort from the station personnel. He enjoys the confidence of the Ambassador and other principal officers of the Embassy, several of whom have expressed their appreciation of subject's work and commented on the value of the station's contribution to the functioning of the Embassy. The fact that the Ambassador arrived in Madrid with definite prejudices regarding the Agency but was of quite another mind upon his departure is testimony to subject's skill and tact.
- 6. Subject has conducted the Agency's liaison with the Spanish services most competently, as evidenced by the relationship he established with Captain General Munoz Grandes, his ability to persuade the AEM to undertake sensitive operations in Cuba, and the fact that this liaison did not suffer following the attack on the Spanish ship "Sierra Aranzazu". Marked-progress has been achieved in joint CE and CP operations, and subject has developed QUANTUM/30 to the point wherein the latter's collaboration far exceeds the cooperation normally expected in an official liaison relationship.
- 7. In addition to his considerable executive and liaison duties, subject has carried out the previously cited operational assignments with marked ability. He is a convincing and persuasive agent handler, and his operational reporting is prompt and thorough.
- 8. The only criticism I would make of subject is that I believe the station should be making a greater effort to develop internal assets who will be able to report on and influence developments in Spain following the departure of Franco.

EDWARD RYAN

Deputy Chief

Western Europe Division

OVERALL PERFORMANCE IN CURRENT POSITION:

COMMENTS OF REVIEWING OFFICIAL:

CONCUR

William D. O'Ryak, C/WE

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Subject is one of the Agency's truly mature, experienced operations officers. He has had unusual operational experienced in Central and South America, both in the field and in Headquarters. His activities have spanned both the FI and the CA spectrum. He has and does deal easily and graciously with high ranking officials, both American and foreign. His good sense, poise and dignity never fail to impress. He is a person of principal and high morals. He does not hesitate to express his conviction even though he may have reason to believe such convictions are not popular. He is a strong supervisor who enjoys his subordinate's respect. He is economy minded and made diligent efforts to comply with requests to economize. Mr. Noel has succeeded in creating a cohesive station in Madrid.

SECTION D	CERTIFICATION	AND COMMI	ENTS
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HARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position seeping in proper surpressive their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendationally for training, Common on foreign language competence, it required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisely duries must be described, if applicable.

Mr. Nocl has ably administered a large Station and has difficulty good judgment and tact in the day-to-day management and direction of Station activities and personnel. This has been achieved despite the physical lightion of Station staff personnel in a number of separated office sites.

Under the direction of Mr. Noel a far reaching and fruitful major operational program against the high priority Cuban target has been undertaken and Madrid Station today is making a substantial contribution in good operations and good intelligence information to the over-all Agency effort. Another notable accomplishment directly attributable to Mr. Noel, and in part a reflection of his long years of service in Latin America, has been his professional handling personally of the Station operation involving Juan Peron. Interested CS components have stated categorically that Madrid Station coverage of Juan Peron and his activities is essential in satisfying existing intelligence requirements on Peronism.

Despite the Station's heavy diversion into Cuban and Latin American activities and State Department policy restrictions on internal political setivities, Mr. Noelhas encouraged the development of a long-range program involving activities against the Spanish Communist Party and clandestine contact with the Epanish political opposition.

SECTION D	CERTIFICATION AND COM	MENTS
1.	87 EMPLOYEE	<u> </u>
	ERTIFY THAT I HAVE SEEN SECTIONS A, B,	AND C.OF THIS REPORT
4 Jeb 1964	SIGNATURE OF EMPLOYEE	Map
2:	BÝ SÚPERVISOR	
MONTHS EMPLOYEE HAS BEEN 19	Subject employee is in the to him upon his return to H	field. Report will be shown
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MEMORANDUM FOR: Acting Chief, WE

Fitness Report Covering the Period 14 August 1961 to

31 March 1962

1. Mr. Noel assumed his duties as Chief of Station, Medrid on . 23 September 1961. The Station, as constituted when Mr. Noel arrived, included some 21 staffers plus numerous contract personnel, as well as a two man base in Barcelons. The Madrid Station proper not only includes the Embassy installation but an outside operations section as well. Since Mr. Hoel arrived the Station has been launched into a Cuban operations program of considerable scale and on a crash basis. In addition, in this period, one State cover slot was withdrawn, and the experienced Chief of Base, Barcelonn had to be brought home due to a family emergency.

- 2. To date Mr. Noel has given every evidence of a particular ability to cope with the crash program and the acute shortage of personnel with judiciousness and maturity. While it is too early, yet, to pass judgement, there are indications that Mr. Noel has been preoccupied with Cuban problems (an area of special interest to him) to the detriment of lower priority but, nonetheless, necessary Spanish targets (for example, contact with the local opposition and a budding effort against the Spanish Communist Party).
- . 3. As indicated above, Mr. Noel has not been in place as Chief of Station long enough to justify firm reservations concerning his management, nor to permit meaningful criticism. Also, as indicated above, his outstanding noticeable strength to date has been his ability to cope with a heavy operational program, a shortage of personnel, and a sometimes difficult operational climate, with judgement, calmness and patience.

Chief, WE/5

CONCUR:

CONFIDENTIAL

MEMORANDUM FOR:

Director of Personnel

SUBJECT:

State Department Promotion of

NOFL, James A.

1. The Department has informed this office that effective

April 1, 1962

_subject employee was promoted from

FSR-3, \$13,6000 FCR-2, \$14,900

2. Request this notice be placed in the official folder of the employee concerned.

Chief, Central Cover Group

cc: Finance Division
Area Division

CONFIDENTIAL

70-304 Bel 23	
STANDAPD FORM BOIL AGENCY C	CERTIFICATION OF Y VINSURANCE STATUS
	ployees Group Life Insurance Program
1. NAME (Last) (First) (Mickille)	2(a), DATE OF BIRTH (Name, Org., Year) 2(b). SOCIAL SECURITY ACCOUNT NUMBER
NOEL, James A.	19 March 1911 083 36 2388
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(c) Died as an employte not a	E: If the renson checked is "b, Retired" your group life insurance (but cidental death and dismemberment benefits) will continue during retire-
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Francis G. Monan	Characterisher to be sing or contacts . Onde
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PART 3-FILE COPY

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

-FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

ÎMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

EOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
 Fill in BOTH COPIES of the form. Type or use ink;
- . Do not detach any part.

7	FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):								
_	NAME (lost)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL	SECURIT	Y NUMBER		
·	NOEL	JAMES	ARTHUR	March 19, 1911	083	36	2388		
	EMPLOYING DEPARTMI	INT OR AGENCY	-	LOCATION (City, State, ZIP Code)	·				
<u> </u>		1					•		

2	MARK AN "X" IN ONE OF	THE BOXES BELOW (do NOT mark more than one):
V	Mark here —	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE
	WANT BOTH optional and regular insurance	I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
	Mark here —	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE
	of you DO NOT WANT OPTIONAL but do want regular Insurance	I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
. •	•	WANTE OF LIFE WOLLDANG COLUMN
•	Mark here if you WANT NEITHER regular nor optional insurance (C)	WAIVER OF LIFE INSURANCE COVERAGE I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the 310,000 additional optional insurance unless I have the regular insurance.

SIGN AND DATE IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN	FOR EMPLOYING OFFICE USE ONLY
COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE. SIGNATURE (do per bright DATE 16 February 1968	(official receiving date stamp)
	See Fable of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Fuldes

SCURET

26 October 1960

MEMORANDUM FOR: Director of Personnel

SUBJECT:

James A. Noel -

Memorandum in Lieu of Fitness Report

Mr. James A. Noel arrived in Havana in September of 1958, a trifle more than three months before Fidel Castro assumed power on 1 January 1959. With the advent of that new government Cuba became, so far as U.S. economic and political interests are concerned, one of the most important spots in the world, as well as increasingly more difficult to conduct CIA business. As a result, with the constant worsening of Cuban-U.S. relationship, it is doubtful that there is at the present time a more difficult assignment than Havana in this Division. Nevertheless, with an extremely limited staff, Roel has been able to contimue, and even extend, his operations to the point where almost every significant phase of Cuban life is covertly covered. When the increase of anti-U.S. feeling is considered, to say nothing of the increase of effectiveness of the Cuban counterintelligence resulting from its direction by Soviet professionals, it is amazing that Noel has been. able to produce the great volume of important reports which he has sent. He has conducted some extremely delicate operations in the face of almost certainty of discovery. In all this, however, he has offered leadership of a high quality to his staff and has been a fine example. of good morale, which is reflected in the attitude of every member of his staff, all of whom respond readily and without complaint to the demands made of them by their surrounding circumstances. Mr. Noel deserves to be warmly commended for a job well done.

Venter Division

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Chief of Operations, DD/P

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FORM 45 OBSOLETE PREVIOUS EDITIONS.

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(4)

SECTION E	NARRATIVE DESCRIPTION OF MAN	NER OF JOB	PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his perential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining-future personnel actions.

tr. Noel was assigned to his post at a time when the country was undergoing a revolution which later was successful. No has done an outstanding job in adapting and redirecting the Station's operational program. He has shown initiative, imagination and resourcefulness in developing new operations, both in the FI and PP fields.

SECTION F	CERTIFICATION AND	COMMENTS
1.	BY EMPLOYER	
,	certify that I have seen Sections A, B	, C, D and E of this Report.
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISO	R
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	N TO EXPLOYEE, GIVE EXPLANATION
SHOEN MY DOT ENTITION	Employee is in the	field
	IF REPORT IS NOT BEING MADE AT TH	IS TIME, GIVE REASON:
EMPLOYEE UNDER MY SUP	ERVISION LESS THAN 80 DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):		-1
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
28 min 1959	DC/MI	R. E. GOREZ (James
3.	BY REVIEWING OFF	ICIAL
V I WOULD HAVE GIVEN THIS	EMPLOYEE ABOUT THE SAME EVALUATION	N. Comments
I WOULD HAVE GIVEN THIS	EMPLOYEE A'HIGHER EVALUATION.	
	EMPLOYEE A LOWER EVALUATION.	
I CANNOT JUDGE THESE E	VALUATIONS. Ì AM NOT SUFFICIENTLY FÀ	MILIAR WITH THE EMPLOYEE'S PERFORMANCE.
has been outstand	at Mr. Noel's operational pe	orformance under difficult conditions d that he has been highly successful of his staff:
DATE	OFFICIAL TITLE OF REVIEWING OFFIC	IAL TYPED OR PRINTED NAME AND SIGNATURE
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d. Compare in your mind, when possible, the				
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•	Roview	7			_	CONTIN	UED ON ATTA	HEB 64117
cestify the	c any substant	ial difference of	opinion with	he supervisor is r	ellected	in the a	bove section	,
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47dr.	57	OFFICIAL J.	C. Kinz Q	Ckine	Chi	ef/WH		4
ECTION C.		. j	OB PERFORMANC	E EVALUATION				
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	DOLS NOT PER	FORM DUTIES ADEQUA	STELY: HE IS IN	COMPETENT.				1.
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2 PATINGS ON PERSONMANCE OF SPECIFIC DUTIES		() () () () () () () () () ()	
DIRECTIONS. a. State in the spaces befor up to six of the Elece the most important first. In not inc	were important SPICIFIC dut hale minor or anymoritant d	uties.	pper iod
b. Nate performance on each specific duty consc. For supervisors, ability to supervise will	idering tell Y effectiveness	in performance of this specific	du is s
who supervise a secretary only;		- 17 Qu	da =a .
d. Compare in your mind, when possible, the similar level of responsibility. a. Two individuals with the same job title		741,	lifferent
duties. 1. Be specific. Examples of the kind of duties	that might be rated are:	"OM	•
ORAL PRIEFING	NAS AND USPS AREA ENOULED		
GIVINO LECTURES CONDUCTIVO SEMIMARS	ANALYZAS INDUSTRIAL REPORT	trayslates gervan	
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SUFERVISING g, For some john, duties may be traken down eve	PREPARES CURRESPONDENCE	EVALUATES SIGNIFICANCE	OF DATA
and phone operation, in the case of a radio		isidelb if missancis, s.b., seme	
1 - INCOMPETENT IN THE PERFORMANCE 2 - MARELY ADEQUATE IN THE PERFOR	ANCE OF THIS FOUN	ONUS THIS DUTY IN AN OUTSTANDIN D IN YERY FEW INDEVIOUALS MOLDE	
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General Management of Branch		tional possibilities	5
sence en en en en en en en en en en en en en	HATING PERCIPIC BUTT BO.		NUMBER:
Supervision FI Ops	6 Use of area k	novledge	5
priceric outy no. 3	RATING SPECIFIC SUFF NO.		RATING.
Supervision FP Ops.	4 Coordination	other Branches	5
NAPHATIVE DESCRIPTION OF MANUER OF JOB PERFORMA			
IPECTIONS: Stress strengths and weaknesses, part			
Under his supervision the Branch will	do a reliable Job wi	thout higher echelon	
direction. His administration is effi	cient. His inability	y to express himself in	crear,
and forceful language is a handicap, p	articularly in come	ctou with prietruks.	
In addition to his proven competence at increasing effectiveness his growing in	an VI officer he is	applying with steadily	-
mer seering grine arreiness tive Brosting m	tontende of one comm		
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ECTION D. SUITABILITY FOR	CURRENT JOB IN ORGANIZA	TION	
WICTIONS: Take into account here everything yo	and the same of th		he Job.
ertinant gerooms characterisites or hobits, speci ere him with others doing similar work of about the tentific of the contraction of the should be	in some level,	nd how he fits in with your tem	n, Crisse
2 - OF DOUBTFUL SUITABILITY AGULD WAT	HAVE, ACCEPTED HIM IF I HAD		
A BARELY ACCEPTABLE EMPLOYEE BELGE HANT HIS SEPARATION		•	WAR-
4 - OF THE SAME SUITANTIETY AS MOST PEOP		ON .	- 1
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	FITNESS REPORT (Part II) POTENTIAL								
			INSTR	yétices				*******	
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		is recommended that							
to be co	mpleted onl	y after the employee l	ias been under yo	ar secretation Fix	ÅT LFAS	T 90 LAY	S. Affices than 9	e days.	
complete	complete a d and forma	fter the 90 days has eleded to the CU no late	lapsed. It this er than 30 days af	is the INITIAL PERM fer the due date in	k) on ti dicáted	he emplo: in item	yrr, moever, it' - 8 MG Section - I'm	ncir be	
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SECTION		në s	CRIPTION OF INDIVIDUAL		
7 . 7 . 7 . 7	NS: This section is provided			-1 ee vou	see him on the job. Interpret
the wire the Jeft	ds literally. On the page be t of each statement is a box to number which best tells how y	eloware a under the	neries of statements that a heading "category." Read e	apply in a	ome degree to most prople. To
	JAVE NOT OBSERV	ÉD THIST H	HENCE CAN GIVE NO OPINION AS	10 HQM [H	DESCRIPTION APPLICS TO THE
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14	A. 48 ARACYTIC IN HIS THING.	h :	t4. ADMITS WIS ERRARS	14	24 PORES PELL UNDER PRESSURE
3	S. STRIVED CONSTRUCT FOR HER RECOLLIGE AND IDEAS	14	15. RESPONDS WELL TO SUPER.	5	25. DISPLATS JUDGENENT
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	FITHESS	REPORT	
	most is an important factor to selection board with informat		. It weeks to provide:
an individ	wal for semberahip in the core record of job performance as	res vérvice; and	•
	INSTRUC		
TO THE ACMINISTRATIVE OR PERS	SONNEL OFFICER: Consult current.	nt administrative instructio	na regarding the instintso
directs and reviews the work nesses, and on-the-job effect	entice form before attempting of the individual, you have pr ivenest as revocied by his day in 38 days, you will collabors	imary responsibility for evaluation of this	ugting him strongths, weak- individual has beak under
is accurate and complete. Proout the period this individua	imary responsibility rests to I has been under your supervio	th the surrent supervisor. I sion, you have discharged you	t is endall these through a suprest to it is
	of his work, so that in a gent	1	9/29/
		Reviewed by PUD	
IT IS OPTIONAL	METHER OR NOT THIS FITHESS A	RECORT IS SHOWN TO THE PERSON	REING RATED
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1. HAME (Lest)	(First) (Middle)		
NOPL,	James A.	19 March 1911 H	SD-DI
S. DATE OF ENTRACE ON DUTY	S. OFFICE ASSIGNED TO	7. DIVISION	8. BRANCH
15 August 1911	DDP	WH.	II. GRADE
TO RESERVE			0S-0136-01-15
12. DATE THAT THE STEPORT IS C	Caracas, Ven	Y THIS REPORT (Includive date	
10 October 1955		h = 10 October 1955	الدارية التسريم مستاستوري أرا
2 (1 22 24 24 24		be filled in by Supervisors	
1. CURRENT POSITION	*	2. DATE ASSUMED R	ESPONSIBILITY FOR POSITION
Branch Chief	<u> </u>	20 Janua	ry 1956
3. WHAT SPECIFIC ASSIGNMENTS (in order of frequency):	OR TASKS ARE TYPICAL OF THOSE	GIVEN TO HIM DURING THE PAST	THREE TO SIX MONTHS: (List
Branch Chief: Under	Division Chief, plans	and supervises performa	ance of all covert
espionage and CE ops,	covert political, econd	omic and psychological	warfare activities
in area of responsibi	lity and the collection	n of foreign clandestin	ic intelligence in
the area. Reviews all	projected and current I	FI and PP operations wi	th deak officers;
provides guidance to	desk officers on FI and	l PP ops matters; super	rises processing
and discerination of	foreign clandestine int	celligence information	collected in area;
makes recommendations	to Div. Chief of any o	phange in projects, orgu	nization or proce-
tion and minimum close	ieve maximum effectives of Branch personnel at	ess; responsible for g	general administra-
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This off-icer was unfe	f of a major station fe	er part of the period (muer review.
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	SECTION	111	
certify that, during the lat- vidual the manner in which he l lieve that his understanding of forced by this fitness report i f performance during the report	hàs performed his job and prov of mỹ evaluation of his perfor and I have informed him of <u>hi</u>	ided süggestions and criticismance is consistent with my a strengths, weaknyases, and	ms wherever needed. I be- evaluation of him as evi- en-the-job-effectiveness.
ying him of unsatistactory per this report has			
The party of	11 (6)	playee's immediate supervisor)
HAVE NEVIENED THIS REPORT (CO	amonts, if any, are reflected	by attached zerorendue;	
march 20. 1956		orricial (Official next high	er in line of authority)
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Serious approach and dedication to duties. General level of professional competence in FI and CI fields.

R. WAT ARE HIS OUTSTANDING WEAKNESSEST

Els extent of comprehension of PP activities is a weakness only in the sense that his field duties have not offered sufficient opportunity to develop his presumed capability in this field to the point it would compare favorably with his FI ability.

Strength: General reliability.	ARMESS OUTHER BMS ALL OTHER COMSTDERATIONS:
	A We .
,	/7/0 79
D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISIONS	36 H 36
	54 KH 156
	U _{C.I}
	Vall Room
E. SHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL!	
Advance PP.	•
7. OTHER COMMENTS (Indicate here general traits, specific report but which have a bearing on offective utilises	
His attention to duty has been manifested	
objectives and in a commendatle increase of	
DEAT	John M.
	TOR VI
A OFECTIONS Consider only the skill with which the	In the most appropriate box under subsections A.S.C.60
person has personed the dottes of his job and rate his accordingly.	G. Digections: Based upon what he has said, his actions, and any other indications, live your opinion of this person's stillude toward the stance.
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INCOMPETENT,	WILL DESINITELY LEAVE THE AGENCY AT THE FIRST
# BARELY ADEQUATE IN PERFORMANCE! ALTHOUGH HE HAS HAD BEECIFIC SUITES OR TRAINING, HE	OPPONTUNITY.
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COMPETENTLY, 1. REPFORMS WOST OF MIS DUTIES ACCEPTABLY: OCCA-	TEMPORARY STOP UNTIL HE CAN GET SOMETHING
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4. PERFORMS DUTIES IN A TYPICALLY COMPETENT.	I WILL OUST IF THESE CONTINUE;
S. A FINE PERFORMANCES, CARRIES OUT MANY OF HIS	4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT
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•	AGENCY. DARRING AN UNEXPECTED OUTSION OPPOR.
	TUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
	7, HA'S AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY
	WILL PRODUCT NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.
	3
, DIRECTIONS: Considering others of this person's grade	O. DIRECTIONS: Consider everything you know about this
and type of assignment, how sould you rate him on potentiality for assumption of greater responsibili-	person im asking your rating, skill in jed duties, conduct on the jub, personal characteristics ar
ties normally indicated by promotion,	habits, and special defects or talents.
I. HAS REACHED THE HIS-EST GRADE LEVEL AT WHICH	1. DEFINITELY UNSUITABLE . HE SHOULD BE SEPARATED.
SATISFACTORY PERFORMANCE CAN BE EXPECTED:	
2. IS MAKING PROGRESS, BUT DEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER	2. OF DOUBTFUL SUITABILITY. WOULD NOT HAVE AC-
GRADE CAN BE RECCUMENCES.	3. A BARFLY ACCEPTABLE PHPLOYEE DEFINITELY BELOW
3. IS READY TO TAKE ON DESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN	AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
SOME AREAS.	4. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME SULTA-
4: WILL PROBABLY ABJUST GUICKLY TO THE MORE RESPONSIBLE BUTIES OF THE NEXT HIGHER GRADE,	BILITY AS MOST OF THE PEOPLE I KNOW IN THE
8. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT	B. A FINE EMPLOYEE . HAS SOME OUTSTANDING .
HIGHER GRADE. 8. AN EXCEPTIONAL PERSON AND IS ONE OF THE FER	STRENGTH'S.
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		(When Filled In)		
NAME OF EMPLOYEE (Lastaries		NAME AND RELATIONSHIP O		CLAIM NUMBER
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Noel, James A.	<u> </u>	Wife-Lillian		67-0415
			ing Branch, Benefits	
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8. PREFERENCE FOR NEXT ARRIGHMENT (constitued)	<u> </u>
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY I	INSTRICTING NUMBERS 1. 2 AND 3 (for set, 2nd and 3rd choice)
RETURN TO MY CURRENT STATION	
INDICATE CHOICE OF COMPONENTS	UTV. WITH RESPECT TO POSSIBLE ASSIGNMENT IN MEROS/ARTERS,
THE PROPERTY OF THE PROPERTY O	CE WHITE SAD, CHOICE
INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIF	RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION.
	e Copenhagen swe choice Pexico City
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?	INDICATE NUMBER OF BORK DAYS 45
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL D	E TRÂVĒLLING OR MOYING WITH YOU,
wife; and two sons, agos (at time of	contemplated travel - June 1964) 15 and 13.
114. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITUI	ATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR MENT.
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later date.	
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FOR USE OF CA	HEER SERVICE
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MEMORARIAN FOR: Director of Personnel

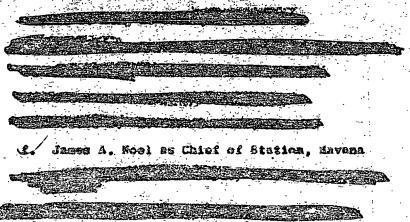
VIA:

Deputy Director (Plans)

SHE IECT :

Admonition

1. An analysis of the compresses and arrest of agency personnel in Exems on 14 September 1960, originally made by the Chief, Operational Services, and pince confirmed by a review enmattee, assigns to bil Division responsibility for command failures in control and supervision of a sensitive operation. I find that the following officers, by reason of the official assignments they then held, could or should have exercised such control and supervision:



This assorandum constitutes as official adminition to the above officers, and will be included in their personnel

/8/ J. C. King

J. C. KING Chief Rostern Benigmere Division

DDP/8A-C/WII/DESchoon: Men Distribution:

Orig & 1 - Addressee

1 - ea Personnel File

1 - DD/9

23 January 1959

MEMORAHUM YOR: JAMES A. ROZL

SUBJECT:

Commensation for Entreordinary Performance of Bities.

1. It is with great personal satisfaction that I have reviewed the performance of manbers of this Division and, in particular your own, during the recent critis in Cuba. I fully concur with your commendation of various members of your staff, and I am having it made a matter of recent in the personnel folder of each employes, together with a supporting convert from the Division. In addition, I wish to single one your oun outstanding performance. You have justified our highest extincted of your gualifications at the time of your selection as this of the situation, courageous and objective proposals for action, extending coverings of the various groups involved, insidists and congressensive reporting, deflication to duty, and leadership, are easing the super ingredients of your success.

2. Earl that the military phase of the crisis is over, although the political one may linger long, I wish to thank you end the following members of your staff for a superior performance which has been a great excit to all conservad:

MINIMENT A. DARG-MANGREW W. JOYCE . SAMAN S. NYOSAMOS AMANON AVIONOUS WANG J. DESMINO WAIL A. MANNOUSY FACE J. BOWNS JACK SERVINE DAVID G. KURALES

Chier, With

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DEPARTMENT OF STATE Washington

Bureau of Inspection, Security and Consular Affairs

In reply refer to SY

31 March 1954

My dear Mr. Dolles:

I should like to express my appreciation to you for the security assistance furnished by your representatives during the Tenth Inter-American Conference at Caracas, Venezuela. Colonel J. C. King, the Head of your latin American Division and Mr. James A. Boel, your station Chief in Caracas were a transmidous help to us in carrying out our security arrangements for the Conference and for the protection of the Secretary and Conference Delegates.

Colonel King was most cooperative and assisted us greatly during the initial planning of the security and throughout the conference. The cooperation and advice of Mr. Roel was an invaluable service. Through Mr. Roel's knowledge and contacts our work was greatly facilitated. He consistently made available his time, equipment and the facilities of his office and maintained a close working relationship with our security representatives in Caracas.

Please accept my thanks for the assistance of Colonel King and Mr. Hoel and for a job well done.

Sincerely yours,

(Sgd.) Scott McLeod Administrator

The Ecnorable
Allen Dulies
Director.

Central Intelligence Agency, asshington, D. C.

(Original in 201 file of J.C. King)

21 January 1954

HEHORANDUM FOR: CWH

Jile

SUBJECT

Reference to James A. Noel by William I. Clark, Assistant Director U.S.I.A. for Latin America.

During the briefing of CIA personnel conducted by William I. Clark, Assistant Director of U.S.I.A. for Latin America, on the January 1954, he twice referred to the excellent cooperation between our Chief of Mission at Caracas, James A. Noel and the P.A.O., which he characterized as exemplary and a model for all other stations.

Distribution:

Original and l: Addresses

PLEASE READ INSTRUCTION SHEET REPORT TREPARING THIS FORM 030 WHD STATEMENT OF FEDERAL CIVILIAN AND HILITARY SERVICE I FEDERAL CENTERIAL SERVICE , BEGIN WITH THIS AGENCY AND FOLLOW IN REVENUE CHRONOLOGICAL CROEN FROM AGENCY LOCATION MO. 58. MO. YR. Department of State (FS) 26 Jan 1931 19 13 Washington, D.C. Aug 1944 OSS, SST, CIG, CIA Washington, D.C. 16 Aug | 1944 Total Civilian Service IT MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY: DO NOT INCLUDE TERMINAL LEAVE) TOTAL STAVICE BRANCH OF SERVICE MQ. WO. XONE Total Military Service ा। द्वाराज्यसञ्जा I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge. James A. Noel 14 August, 1952 SIGNATURE OF EMPROYEE DATE IV PERAPES CONCERNING ABOVE SERVICE). V FOR PERSONNEL OFFICE USE ONLY TOTAL CREDITABLE SERVICE as of 3/war st YEARS DATS MINTHS MAY BE CONTINUED ON NON-DETACHABLE REVERSE SIDE

STANSAND FURNI NO. 66

Office Memorandum . United states government

TO : Chief, FBT

DATE: 30 June 1949

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PROM : Commo

SUBJECT: Training

Mr. James A. Noel was given the training course, "Basic

Familiarization in Sound and Surveillance Equipment."

This training was given on June 28, 1949 in the Commo Demonstration Room, 1005A "L" Building and was of two hours duration.

J. Kaplan

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SCHELLA INCOMMATION

MAR 20 1952

ARNOPARDER FORE THE SECRETARY OF STATE

ATTENTION : Ar. W. Park Armstrong, Jr.

SUBJECT : FOZL, James Arthur, Request for Appointment
in the Foreign Service

HEFER 2003 : Appendix 5-b to Hemorandum of 2) November 1951
Subject, Representation in Foreign Service
Historia

EMCLOSURES : a. Appliantion Forms 57 and DEF-34

b. Medical Forms 88 and 89

c. Occupational History Supplement

d. Proposed Blography

- 1. It is requested that Mr. James arthur Hoel, 0-15, 90600 be appointed in the Foreign Service with the title of Attache, 133-3, 58881, for duty in the American Embassy at Caracas, Veneguels. Mr. Hool will replace by hobert E. Dahlgren who occupies position number one as listed in above reference.
- 2. Hr. Noel has been a member of the Foreign Service of the United States since January 1931. He served for 1) years as vice Consul with the Department of State at various locations in herico. Mr. Noel joined this agency's predecessor organisation in 1944 and was assigned to Spain as Uniof of Station as hisbar and Barcolons, and as Intelligence Officer at Hadrid. He subsequently became an employee of this agency in 1947 and has aimed served as Chief of Station in Guatomala at Guatamala City, and in organism at Pushus Aires.
- 3. It is requested that subject arrive at his destination on or about 15 May 1952.

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SECURITY IMPOSSMENTION

JAKAS JETHUR INDA.

OCTUPATIONAL EXPERIENCE: December 1951 to Present, Intelligence Agency, Washington, D. C.

June 1969 to December 1951, Intelligence Officer, Central Intelligence Agency, under cover as Attache, Assertes Estassy, Duenes Aires, Argentina

March 1947 to June 1949, Intelligence Officer Central Intelligence Agency under cover as Attacno, American Embasey Guatemala City, Quatemala.

August 1944 to Meron 1947, Intelligence

PHOTOTOP PROGRAMM

(Calif.) High School grad.; beckeeper, paint and varnich fire. 1929-30; aset. to traffic agr., charter of ecc., 1933; app. clx. in consulate at Ensemble Jan. 26, 1931; v.c. at Ensemble Sept. 25, 1935; at magnitud Oct. 6, 1938; temp. at Manighille from Oct. 1939 to May 1980; at Guadalajara July 17, 1981; at Biltac Aug. 15, 1984; at Madrid Dec. 23, 1985; at Barcelona May 1 1986; app. Nov. Ser. Staff Officer of Class cir and assigned to the Dayt: Feb. 27, 1987; att. at Sutamaia Sur. 20, 1927; class four may 2, 1989; att. at Susnes Airec June 17, 1989; married.

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444). "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

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- SPECIAL REMARKS, IF ANY, COUCEPOING THESE PELATIVES								
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ECTION V FINANCIAL STATUS								
ARE YOU ENTIRELY DEPENDENT OF YOUR SALAMY? X YES NO								
DO YOU HAVE ANY FIMANCIAL INTEREST IN , OR OFFICIAL COUNTETION WITH, MON-U.S. CORPORATIONS OR BUSINESSES OR I WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL POREIGN INTERESTST TYCS X NO. IF YOU HA ANSWERED "YES." GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALFO ENVELOPE.	VŁ.							
DO YOU RECFIVE AN ANDUITY FOOM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT Pension. On compensation for military or haval service? [] YES [X] NO	•							
IF YOU HAVE ANSWERED "YES" TO WESTIGH & ABOVE, GIVE COMPLETE DETAILS.								
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WITHOUT REFERENCE TO YOUR BALARY, STATE OTHER SOURCES OF RECURRENT INCOME NOT INDICATED BY PRECEDING ITEMS.								
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SECTION V CONTINUED TO PAGE 3								

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lst National Fank (check	ing accoun	t)	5th	& Edvy	, San Di	ego, Ca	liforn	ia
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6. IF YOU HAVE ANSWERED "YES" TO QUEST				i, incueși	NG COUNT A	NO DÁTEIS)	-	
SECTION VI	,	CITIZE						
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PRESENT CITIZENSHIP	ĵ••	• •	,		• ;	·	٠	
5. IF YOU HAVE APPLIED FOR U.S. CITIZI	<u> </u>	ATE PRESE	MY STAT	us or you	R APPLICATI	óu (First	papers.	etc. j
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SECRET 3

SECTION VIII	, GEOGRAPHIC A	AREA KNOWLEDGE			
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NAME OF REGION OR COUNTRY	TYPL OF SPECIALISED ANOMAL	DATES OF		GE ACQUIRES	
Mexico	Political, economic terrain, people	, Jan. 1931 to Aug. 1944			X
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2. INDICATE THE PURPOSE OF VIE Mexico - duty with U	IT. RESIDENCE OR THAVEL FOR S. S. Foreign Survice, S		TRIES LISTED	ABOVE	
3. L'IST DELOW ANY FOREIGN REGI ASSIGNMENT OR ACTIVITY:	ONS OR COUNTRIES OF WHICH YO	U HAVE GAINED KNOWLEDGE AS I	RESULT OF O	RGAN I ZAT (OR	1-
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLE	DATES OF RESIDENCE, TRAVEL, ETC.	HDOTS	FIELD ASSIGNMEN	TRAIN:
Spain	Terrain, indigenous psychology, pol, part	Sept. 1944 thru ies Feb. 1947		. x	
Cuatemala ·	Terrain, sol, person ities, economic sit.			x	
Argentina	Political parties & personalities	August 1949 thru November 1951		×	
Venezuela	Political parties & personalities, indus	September 1952 to Nov. 1955	·	, x	
Colombia, Ecuador, Peru, Chile and Bolivia	Pol. parties & figure	June-July 56 Feb. 1957	TOY		
SECTION IX	TYPING AND STEN		;		
1. TYPING (W.P.W.) 2. SHORTHAN		THAND SYSTEM USED - CHECK 1X	APPROPRIATE	HT,EM	
4. INDICATE OTHER BUSINESS MACH graph, Card Punch, etc.)		OPERATING EXPERIENCE OR TRA	AINING (COMPT	oabter, Min	na 6-
SECTION X	SPECIAL QUAL	1F1CATIONS			
I. LIST ALL HOBBIES AND SPORTS IN EACH NO	in which you are active or a changes since last re		INDICATE YOU	A PROFICIF	iCY
2. INDICATE ANY SPECIAL QUALIFI POSITION OR TYPE OF WORK	CATIONS, RESULTING FROM EXPE	RIENCE OR TRAINING, MHICH MI	GHT FIT YOU	FOR & PANTI	CULAR
S. EXCLUDING EQUIPMENT NOTED IN CHINES SUCH AS OPERATION OF	SECTION N. LIST ANY SPECIAL SHORTBAVE RADIO, MULTILITM.	SKILLS YOU POSSESS RÉLATING TURRET LATHE, SCIENTIFIC AND	TO OTHER EQUIPMENT FOR THE PROFESSIONAL	DIFMENT OR	MA. ETC.
i. IF YOU ARE A LICENSED OR CFN Lawver, CPA, Madical Technic REGISTRY NUMBER, IF KNOWN.	TIFIED MEMBER OF ANY TRADE OF ian. erc.). INDICATE THE KIND	R PROFESSION (PILOT, Electra D OF LICENSE OR CERTIFICATE,	CLAN. MAGIO C NAME OF 1851	Operator, I	acher and
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	SECTION X CONTINUED FROM PAGE	E N
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8. INDICATE ANY DEVICES WHICH YOU HAVE I	ALLESTED AND STARE BUT INTO OR LOT	THEY ADE DATEMATES
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9. LIST ANY PUBLIC SPEAKING AND PUBLIC R	CLATIONS EXPERIENCE	*. * *
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I. INCLUSIVE DATES (From- and To-)	2. GRADE 3. OFFICE/DIVISION/B	À PERSONNEL QUALIFICATIONS QUESTIONNAIRE
April 1947 to April 1949	GS-12 DDP/ WH Divi	
4. NO. OF EMPLOYEES UNDER YOUR DIRECT	S. OFFICIAL POSITION TITLE	
SUPERVISION 2	Chief of Station, Gue	temala City, Guatemala
6. DESCRIPTION OF DUTIES		
Responsibility for the	administration and operat	ions of a field station.
Opened our Station at Guate		
with other U.S. officials	and agoncies. Agent deve	lopment and handling.
		and the second second
Auchigt 1979 to Nov. 1961	2. GRADE 3. OFFICE/UIVISION/BE	
August 1949 to Nov. 1951	13-14 DDP/ WE Divisi	.01
4- NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION . 8		lission, Puenos Aires, Argentina
2 6. DESCRIPTION OF DUTIES	Total di lavor smisi or m	distin, I denos alles, Algentia
. Chief of Station. Super	vision of all station ac	tivities. Planning and
execution of field operation	ons. Maintenance of list	son with Ambassador and
other U.S. officials. Agen	it handling.	
	· •	
1. INCLUSIVE DATES (From- and To-)	2. GRADE 3. DEFICE/DIVISION/BR	
Sept. 1952 to Nov. 1955	14-15 DDP/ WH Division	n
4 NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION 10		
SUPERVISION 10	Chief of Station, Car	racas, Venezuela
8. DESCRIPTION OF BUTIES		
Chief of Station. Super	vision of all station act	tivities. Liaison with local
security services in Venezu	ela and Netherlands West	Indies and Surinam, Liaison
with Amb. & other U.S. agen	cies. Planning & executi	ion of field ops. Agent handling.
1. INCLUSIVE DATES (From- and To-)	2. GRADE 2. OFFICE/DIVISION/BRA	NCH OF ASSIGNMENT
January 1956-June 1957	GS-15 DDP/JH Division	n, Branch I
4. HO. OF EMPLOYEES UNDER YOUR DIRECT	5. OFFICIAL POSITION TITLE	
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ond supervision of activities of	of six country desks. Pr	oviding operational guidance
and support to stations and	Dases in six coutner Amer	ican countries. Consulting
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SAN TELES

Jam thur HOSL 511, Alban Towers, 3700 Mass. Ave., N.W. Washington, D.C.

Birth: March 19, 1911.

Application for Pederal Employment

Date of Employment

Exact Title of Position

Salary

Jan. 1931 to Oct. 1938

Vica Consul

Final 2,000 p.a.

Place of Employment

Kindx Name of Immediate Supervisor

Ensenada, Mexico

km. A. Smale, Consul

Name and Address of Employer

Reason for Leaving

State Department, Foreign Service.

transfer to Mazatlan

Number and kind of employees supervised

Two consular clarks

Description of Work

General consular work including shipping services, vises, passports, welfare and protection, agricultural reporting, drafting of replies to trade inquiries.

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Identify each item, and attach to	this application.		lben Towers, 3700 Ease., N
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thur NOEL 511, Alban Toword, 3700 Mass. Ave., N.W. Washington, D.C.

Birth: March 19, 1911.

Application for Pederal Employment

passe Jan. 1931 to Oct. 1938

Vice Consul

Final

Place of Employment

Minute Name of Immediate Supervisor

Ensenada, Mexico

Ma. A. Smale, Consul

Name and Address of Employer

Reason for Leaving

State Department, Foreign Service

trunsfer to Mazatlan

Number and kind of unployees supervised

Two consular clerks

Description of Work

General consular work including shipping services, vises, passports, welfare and protection, agricultural reporting, drafting of ruplies to trade inquiries.

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SECURITY INFORPATION

4 June 1952

MEMOPANDUM FOR: Chief, Liaison Control, OSO

SUBJECT

Integration of James A. NOEL

1. On 20 Narch 1952 the Department of State was requested to integrate Mr. James A. NOEL for assignment as Chief of the 050 station at Caracas, Venezuela. It is understood that Mr. Noel's papers are still in process at the Department.

- 2. This Division has now been informed that the medical staff of CIA will not approve an overseas assignment for it. Nool until 1 August 1952. At that time Er. Nool will undergo another physical examination and if results are satisfactory he will be certified as fit for overseas duty.
- 3. In order to avoid cancellation of Mr. NOEL's appointment, it is requested that the Department of State be asked not to call Mr. NOEL to enter on duty until advised by OSO that he is certified for overseas duty and ready to proceed to his Caracas assignment, subject to State's concurrence. It is anticipated that this will occur about 1 August 1952, or shortly thereafter.

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Central Intelligence Agency 2030 E Street, H. W. Unphington, D. C.

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- I. In accordance with the policy of this agency is is understood and housed by me that I shall be required to serve a window that of two years from the date of my curival at my eveneous post of duty, unless terminated by the Government for the convenience. If the assignment is terminated at my request in less than hereby four months, the following shall prevail:
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- (b) If I rustin between the smalth and twenty-fourth mouth from the date of my strivial at my oversees post of days, I stalk my all expenses for the traval and transportation of myself, my immediate really, household goods. Let personal effects and automobile to the United States.
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If your answer, is "Tax," list all, such crises, writer from 20 be.  Otrach each case (1) the date, (2) the tribute of the others reading, (1) the name and exciten of the tribute product, (1) the name and exciten of the tonic, (6) the production of the tribute of the case. If appelliable of this product will be subject to the case.			Brighoff of services Bartol Whi (II) norms, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, of time of estatolish, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, give grade or ratting, g
Have you ever been discharged or lorded to paden his mis-		Х	* <u> </u>
If your analyse to "Yes," alve to them 30 the residences enderees analyses, date, and reseen in each case.			ARE FULL TO THE OFFICE OF THE PROPERTY OF THE TOTAL TO ARE THE TO THE THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROP
Do you receive an annuity from the U.S. or D. G. Alemeratural Walter any rottement act or any imprison or other or necessition military or paval service?		· <b>x</b>	THE CONTROL AND THAT CHEMIT PROOF OF DESCRIPTION OF DESCRIPTION WHILL THE APPLICATION IN THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS SOND TO PROVIDE A THE WAS
If your answer is "Yes," give in him All review has retirement, it is, digs, optional, distillity for by recipcing of Volumbers or his many separation after 3 years were in the interval of restricted, and finder what reterement and and calling it retires from try or navigal service.			27. (a) If you beread in the U. S. Militury or Naval Serving dur- try phenomen ONLY, did you paillelpate in a cam- paign or appedition and recuive a compiting backgroup service related.
Are you an effectal or employee of any State, Territory, county, or manifolicity?		x	(c) Are you a deskied relevan? (d) Are you the unmarried vidue of a veteran? (d) Are you the wife of a veteran who has service connected deskies?
If your answer is "Yes," give debate in Item, 19.  Dons the U.S. Coverement employ in a civilian conjunty any relative of goins thy blood or marriages with elean yes live			DOPENIA ". ST. ELIGINO (4) (6) (6) (6) (EVICKOENTO CONTROLLA ST. ST. ST. ST. ST. ST. ST. ST. ST. ST.
ave in ed within the past & moratier.  It your arrewer is "Yee," show in Item 30 for FACM such rela- tivist name (2) present address (3) relativistic, (4) de- part or agreey by whom employed, and (5) kind of appoint part or agreey by whom employed, and (5) kind of appoint		x	VITE AN PRESENCE CLAIM GUVIL SERVICE COMMUNICIES POR 14: ROGETHER WITH THE RELEASERS PROOF SPECIFIED THEREIR.
ment or agoncy by whom employed, and (6) kied it appeared.			This space for use of appointing office only
Have you over had a norvous break-lown?		x	The information contained in the universe to Question its above has been vertical by comparison with the discharge continuous on
Have you ever had hiterarchesis?		ж	- ,
pane for detailed answers to other questions (linkome stem about	ers to w		Ayency: Title:
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i. I do not law if service with			reference-to-the-service-is-being
in_a_civilian_capacity_abroad_i			included for wnatever it may be worth
sidered !milit.ry service. ! Ho			
since an "honorably served" cer			~
ma issued to me, and since the		- 13	
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## PERSONAL HISTORY STATEMENT INSTRUCTIONS: ANSWED ALL QUESTIONS COMPLETELY. IF DUESTION DOES NOT APPLY WRITE "NOT APPLICABLE". WRITE "UNVHOWN" ONLY IT 100 00 NOT KNOW THE ANSWER AND CANNOT OBTAIN THE ANSWER FROM PERSONAL MECONDS. USE A SPERANTE SHEET OF PAPER FOR EXTRA DETAILS ON ARY QUESTION OR QUESTIONS FOR WHICH YOU DO NOT HAVE SUFFICIENT ROOM, ATTACH TWO MECENT PASSPORT SIZE PICTURES TO THIS FORM, DATE TAKEN WRITTEN ON THE BACK OF EACH, TYPE, FRINT OR WHITE CAMEFULLY: ILLEGIBLE OR INCOMPLETE FORMS WILL NOT RECEIVE CONSIDERATION. HAVE YOU READ AND UNDERSTOOD THE AMOVE INSTRUCTIONS? YES X SECTION 1. PENSONAL BACKGROUND TIEST James Arthur HOEL 95-37 PRESENT ADDRESS COUNTRY STREET AND NUMBER CITY Chalet Sylvia, 2a Av. y le. Calle de Santa Clara, STREET AND NUMBER CITY 4389 McClintock Street San Diego, 5, California, OTHER NAMES THAT YOU HAVE USED HICKNAMES Jim, Jeime none UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? IF LEGAL CHANGE, GIVE PARTICULARS (WHERE, WHEN AND BY WHAT AUTHORITY) STATE COUNTRY DATE OF BIRTH PLACE OF BIRTH New York City Lar. 19, 1911 - New York. U.S.A. PRESENT CITIZENSHIP AEGUIPED BY: US. NUMBER NATURALIZATION CITY LOCATION OF COURT PREVIOUS CITIZENSHIP FROM: DATE none OTHER CITIZENSHIPS (GIVE PAPTICULARS) none STEPS TAKEN TO CHARGE PRESENT NATIONALITY (GIVE PARTICULARS) -Diplomatic 261 25 Mar. 1947. PLACE OF ISSUE Washington, ALL OTHER U.S. PASSPORTS YOU HAVE HAD (GIVE APPROXIMATE DATES) Spec. Pass. 32694, 4/10/43, Wash; plus 4 other Spec. Passports issued PASSPORTS OF OTHER MATIONS (between Jan. 1931 and October 1943). nche DATE OF ARRIVAL IN THIS COUNTRY PORT OF ENTRY PASSFORT OF COUNTRY IF BORN OUTSIDE U.S. 1741 DATE PLACE OF ISSUE NUMBER LAST U.S. SECTION 2. PHYSICAL DESCRIPTION WEIGHT 7783 HAIR 36 6' 0" 185 Lbs. Male Dk. Brown Dk. Brown SCARS BUILD COMPLEXION Ruddy two scars on neck heavy OTHER DISTINGUISHING FEATURES

FORM NO. 38-1

none

		<del></del>	
	SECTION 3. MARITAL STATUS		
	MARRIED WIDOWED SEPARATED 0	ATE OF SEPARATION OR DIVORCE	PLACE
	REASON FOR SEPARATION OF DIVORCE		
1	NOTE: IF YOU HAVE BEEN MARRIED MORE THAN ONCE USE A S REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.	EFARATE SHEET FOR FORMER WIFE OF	R MUSBAND AND GIVE DATA
٠	NAME OF WIFE FIRST MIDDLE(FOR WIFE. OR HUSBAND Lillian Bobbett	MAIDEN) LAST Noel	DATE OF MARRIAGE 29 September 1934
	PLACE OF MARRIAGE (HIS OR HER) ADDRESS	STREET AND NUMBER CITY	
: 3	on Diego, California Before MARRIAGE	3614 Fairmount Ave.	San Diero, Calif.
	LIVING TO DATE OF DECEASE CAUSE		
•	PRESENT OR STREET AND NUMBER LAST ADDRESS Chale Sylvia, 2a. Av. y	city stat la. Calle de Sta. Cl	
	DATE OF BIRTH 12 January 1911 PLACE OF BIRTH Colorado Sprin	gs, Colorado,	E COUNTRY U.S.A.
	CITIZENSHIP DATE ACQUIRED	WHERE CITY STAT	
1	OCCUPATION LAST EMPLOYE	ego Board of Education	nin
- , <b>,</b>	EMPLOYER'S OR OWN STREET AND HUMBER	CITY STATE	
	Business Address Board of Education.	San Diego, Cal	22.7
1	DATE OF FROM: VILITARY DERVICE NOIDE	BRANCH OF	
Î	other Government service, u.s. or foreign (give petalis U.S. Consulate, Ensenada, Baja Ca	ilifornia. Mexico, fro	om 1934 to 1937.
-			=
3	ECTION 4. CHILDREN OR DEPENDENTS (INCLUDE PARTIAL D	EPENDENTS)	
	AME none	RELATIONSHIP	AGE
ĉ	ITIZENSHIP ADDRESS STREET AND NUMBER	CITÝ STÁT	E COUNTRY
N	аие ———	RELATIONSHIP	AGE
C	ADDRESS STREET AND HUMBER	CITY. STAT	E COUNTRY
17	IME with an annual control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the co	RELATIONSHIP	AGE
C.	TIZENSHIR ADDRESS STREET AND NUMBER	CITY STAT	E COUNTRY
35	CTION 5. PARENTS	<u></u>	i i i i i i i i i i i i i i i i i i i
	NOTE: FOR STEPFATHER, STEPMOTHER AND/OR GUARDIAN, GIVE	THE SAME INFORMATION AS REQUIRE	D BELOW ON SEPARATE, SHEET
HA	me of father first middle Alfred Edwin	LAST Noel	DECEASED DECEASED
DA	TE. OF, DECEASE CAUSE	Manager of us	
PR	STREET AND NUMBER ST ADDRESS 1714 Dale Street S	an Diego, 5, Califo	
	TE OF BIRTH  2 May 1886	CITY STAT	COUNTRY Jursey. U.S.A.
СI	TIZENSHIP - DATE ACQUIRED	HHFRE CITY STATE	
oci	CUPATION LAST EMPLOYER	ublishing Company	,
EN	STREET AND NUMBER	CITY STATE	
30:	CTION 5. PARENTS (CONTINUED 1998 3) Lunders	San Diego, 5, 0 life tand my father was,	or is about to be,
r	e-married, but I have so informati	on concerning in pro	spective stepmother

SECTION S. PARENTS	(CONTIN	UED PAG	E 2)	•		
10-16 0			10:		BRANCH OF SERVICE	COUNTRY
MILITARY SERVICE	n(		1			
OTHER GOVERNMENT S		U.S. ON FOR	•	TAILS)		
NAME OF MOTHER	FIRST		MAIDEN		LAST	LIVING C
X	Ethel		Leacock		Noel	PECEASED [X_
21 Feb. 194		CAUSE Bri	ght's di	3ease	1	
PRESENT OR LAST ADDRESS		T AND NUMBE		CITY	STATE	CCUNTRY
LAST AUDICESS 17	14 Dal	PLACE OF BIE	· · · · · · · · · · · · · · · · · · ·	San Diego.	5, Californ	ia, U.S.A.
		PLACE OF BIE		CITY	• .	
10 March 1888				v York Cit		U.S.A.
CITIZENSHIPU.S.	JUATE	birth	· ·	WHERE CITY ACQUIRED	STATE	COUNTRY
OCCUPATION	LAST	EMPLOYER				
housewife				-	•	
EMPLOYER'S OR OWN	STREE	T AND NUMBER	46	CITY	STATE	COUNTRY
BUSINESS ADÖRESS   GOVERNMENT SERVICE	. U.S. OF	FORFIGH/G	VE DETAILS)		<del> </del>	· · · · · · · · · · · · · · · · · · ·
	, 0.0. 0.		none			·
SECTION A. REGINER	S AND S18	TERS ( INC. UE		TER- AND ADOPT	EN RENTHERS AND SIST	r De l
NAME	FIRST	9	HIDDLE	THE AMERICAN	ED BROTHERS AND SIST	
<u> </u>	Lowar	ď	Cuartes		MOST	
PRESENT ADDRESS	STRE	ET AND NUMB	ER CHL	CITY	STATE	COUNTRY
NAME"	815.5	outh Lax	e St.,	Los Ang	celes, 5, Calif	ornia.
	Georg		Thomas		Noel	s 😽 👯
PRESENT ADDRESS	STRE	ET AND NUMB	ER	CITY'	STATE	COUNTRY
				cuna Beach	. California	
NAME	FIRST		MIDDLE	<del>•••••</del>	LAST	,
·	Willi	am -	Alfred		Noel	
PRESENT ADDRESS	STRE	ET AND NUMB	ER A	CITY	STATE	COUNTRY,
			eet,	Pau nrego	, 5, Californi	a. U.S.A.
SECTION 7. PARENTS	AW FIRS	51	MIDDLE		LAST	
	Alb	ert	none	•	Bobbett	DECEASED T
DATE OF DECEASE		AUSE				
<b>***</b>						
PRESENT OR LAST ADDRESS 12	STRE	ET AND HUME	Street,	Con Dicom	STATE -	. Country U.S.A.
DATE OF BLOTH	. المالية المالية المالية المالية المالية المالية المالية المالية المالية المالية المالية المالية المالية الم	ACE OF BIRT		Sau Dies	o, California	COUNTRY
DATE OF BIRTH 1886	1,5	.ALE UP DIK!			Somerset.	
CITIZENSHIP	DATE A	CQUIRED 13,	/1/23	HERE CITY	STATE	COUNTRY
U.S.	na	buraliza	tion Ac	DUIRED		ngs, Colorado
CCUPATION			AST EMPLOYE		*	
retired me			sel:	L		
TABL OF MUINER-IN-LI	Thal		Clause	· •n	LAST Bobbett	LIVING A
ATE OF DECEASE		USE		· ••• .	#V000 JJ	PECEASED
	-	,		· <b>-</b>		
RESENT OR AST ADDRESS	STREE	T AND NUMBER		CITY	STATE	CPUNERY
ATE OF BIRTH		eclinto		t, San Die	go, 5, Californ	
July 10, 1881	• •			Nekső	Bornholm	country Denmark
TTIZERSHIP		QUIRED	WH	ERE CITY	n Diego, Ca	COUNTRY
U.S.	22 J	une 1928		uired Sa	n Diego, Ca	lifornia
ccupation house	vi.fe	L	AST EMPLOYER	-		. ,
						PAGE 3

SECTION S. PARENTS	(CONTINUED	PAGE 2}	-		·
DATE OF"	FROM:	TO:		BRANCH OR SERVICE	COUNTRY
MILITARY SERVICE	none		-		<u>`</u>
OTHER GOVERNMENT S		FOREIGN GIVE DETA	ILS)		L
none					
HAME OF HOTHER	FIRST	MAIDEN		LAST	LIVING
	Ethel	Leacock	•	Noel ,	- DECLASED X
21 Feb, 1943	CAUSE B.	right's dise	850		
	STREET AND HE	MBER	CITY	STATE	COUNTRY
LAST ADDRESS 17	14 Dale Street	et. Sa	n Diero.	5. California	U.S.A.
DATE OF BIRTH	· PLACE OF	BIRTH	CITY	. STATE	COUNTRY
10 March 1888	3	New 1	York City	, New York,	U.S.A.
CITIZENSHIP U.S.	DATE ACQUIRE	4	ERE CITY	STATE	COUNTRY .
occupation. housewife	LAST EMPLOYER				
EMPLOYER'S OR OWN BUSINESS ADDRESS	STREET AND NUM	8£R	CITY	STATE	COUNTRY
GOVERNMENT SERVICE	, U.S. OR FOREIGN	(GIVE DETAILS)	•	•	
SECTION 6. AROTHER	ANO SISTERS LINC	LUDING HALF- STEE	- AND ADOPTE	D BROTHERS AND SISTERS	Ų
in the second	Edward	Charles		Noel	
PRESENT ADDRESS"	STREET AND N	UMBER	CITY	STATE	COUNTRY
	815 South I	ake St.	Los Ange	eles, 5, Califor	nia.
NAME	FIRST	MIDDLE		LAST	13 7 17 1
***************************************	ا بنهبرماسی	Thomas		Noal	

ADD - Section 6. (Brothers and Sisters) Mame First Middle. Robert Joseph Noel Present Address. Street City State: 1942 4th Street, Seattle, 99, Weshington. Name ringt <u>Ņidāle</u> Last. Louise Rhode Noe1 Present Address Street. City State 1714 bale Street, San Diego, 2, California,

1		そうのな からうててもいい		Hun nrokn	تتندي ونه و	CERTAIN COMMENCE.	
	DATE OF BIRTH	PLACE OF BIRT	d ;	CITY	STATE	COUNTRY	٦
- 1	July 10, 1881		• • • • • • • • • • • • • • • • • • • •	Neksö	Bornholm	Denmark	1
-	CIFIZENSHIP	DATE ACQUIRED	WHERE	CITY	STATE	COUNTRY	7
i	U.S.	22 June 1928	ACQUIR	ED San	Diego,	California	
1	OCCUPATION .		AST EMPLOYER			· Anderson and the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the	7
1	housew	Tie	•		. •		-
•					<del></del>	9.10	~

		<del></del>	·		PAG
SECTION 8. RELATIV	STUCK THE UT	LATIVES BY BLOOP.	MARRIAGE OR ADOPT	TON, WHO LIVE ABSOAD	ARE UNDER THE
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I have had seventeen years of continuous service a need with the United States government. I have had considerable experience in all phases of government foreign service work, including political, economic and arricultural resorting; citizenship, resport, vises shipping and projection work. For varying verices of time in charge of the American Consulates at Ensenade 1274 1an and Guadalajara, Moxico. Ly long experience in Latin countries has provided an insight into letth character, temperament and psychology which cannot be acquired in any other vey. Three years of my service abroad has been devoted exclusively to investigative work. I have had special treining in shotography and reporting. SECTION 24. SPORTS AND HOBBIES Golf, tennis, bridge and reading SECTION 25. EMERGENCY ADDRESSEE PELATIONSHIP Alfred E. Noel father STREET AND NUMBER CITY TELEPHORE 1714 Lale Street Freaklin 5582 SECTION 26. INFORMATION AND FINAL COMMENTS ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH WAF RE SISCOVERED IN SUBSEQUENT INVESTIGA-TION, WHETHER YOU BERE DIRECTLY INVOCATED OR NOT, WHICH WIGHT REQUIRE EXPLANATION, OF SO, DESCRIBE, OF NOT, ANSWER, SECTION 27. CERTIFICATION I CERTIFY THAT THE FOREGOIN'S ABSJERS ARE TRUE AND CORRECT TO THE BEST OF MY ENOWLEDGE AND BELIEF, AND I AGREE THAT ANY INTENTIONAL MISSTATEMENT OF OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR MY IMMEDIATE DISMISSAL. SIGNED AT Guaterala 49.7

PAGE

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NVESTIGATION CALGINAT	SIGNATURE OF INTERVIEWER ING OFFICIAL DATE
EQUESTED BY	

U. S. GOVERNMENT PRINTING OFFICE

SECRET

P.

30 June 1966

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ATF___

FROM . 4 CS

SUFJECT: Security and Cryptographic Approval

The following person has been security approved for the purpose of perforring cryptographic duties as of dates indicated.

Nare

Seminity

Cryptographic

HOEL, James A.

6 January 1944 30 June 1949

John C. 10MIT Security Officer 50

nt Service

SECURITY OFFICE

CONSTRUCTO

Investigation Report

Date: 6 January 1944

Number: 12951

Subject: NOEL. James A.

To: Mr. E. M. Terrell.

1. Investigation directed by: AOT

2. Sources of information:

3. Summary of information:

An American born oltisen, 32 years old, son of American born parents.

Subject is a high school graduate and has had twelve years experience in the Foreign Service of the United States Government.

Confidential informants recommend the subject as to loyalty, ability and personal character.

Mer maje me & dy men.

CONFIDENTIAL

(20639)

Page 1

CONFIDENTIAL

4. Remarks:

Security approval recommended, though subject to the receipt or derogatory information at some future date. Interview waived.

5. Recommendation:

Final interview to in the case unnecessary of originating critical will provide two (unsigned passport size photographs and completed fingerprint card of Subject. Par. 6 should be returned with indication of disposition.

Jew

Security Officer

Date ___1/6/44.

A. G. Thomson.

600.

OFFICE OF STRATEGIC SERVICES CONTILETY ALL

What I had a

8 January 1944

MEMORA NDUM

TO:

Major McDonough

FROM:

of M. Jinell pa W. H. Sherwood

SUBJECT:

James A. Noel

Confirming our report by telephone to your office, the Security Office has just notified us that clearance has been granted on Subject.

CONFIDENTIAL

Date

75 101 ust patvious

SECRET - SECURITY INFORMATION

OFFICE OF ERSUNNEL RETURN FILE TO 5 E 62 HOS

NOTICE: This is an Office of Personnel File and subject to 10 day limitation period. This file has been charged to CONTRACT PERSONNEL DIVISION, 5E-65 Hqs., x7841, as of

00-1	CSPS O, Hore		;	EXTENSION	D.178.
TOI (Officer designation	, room number, and	1	ATÉ	2.00	19 February 1970
building)		Mainto	PORWARDED	OFFICER'S	COMMENTS (Number each comment to show from with whom. Draw a line across column ofter each comment
1. Chief,	DO/Pera	25	74	w	To 1: To avoid any possible misunderstanding and to facilita staffing plans, please assure
1.	1				prompt attention to the attached memorandum on the scheduled retirement of Cecil J. Klobukar
3.					l to 5: Subject has been reminde of retirement and will submit
4.					formal application at least 90 days in advance of the date scheduled in the attached
5. Chief, CS GG-10, Hq		,			memorandum.
6 Attn.	Agent Branch				Vueria Personnel Officer
1					***by dispatch USFS-860 prepared 26 February '70 and field memo addressed to him
·					was attached. Contents of this attachment were contained in body of the dispatch.
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PER PROPERTY					

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S-E-C-R-E-T

19 February 1970

MEMORANDUM FOR: Chief, DO

SUBJECT

: Retirement of Cecil J. KLOBUKAR (P)

under the CSCRetirement System.

1. This memorandum is to remind all concerned that Geeil J. KLOBUKAR (P) GS-16 of your component is scheduled for retirement under the CSC system during the month of March 1971.

- 2. As you know, the normal retirement date is the last day of the month in which the individual becomes eligible to retire. To insure complete understanding, it is suggested that this matter be again explained to the employee and an appointment be arranged with the Retirement Counseling Branch, Retirement Affairs Division, Office of Personnel, extension 3328, for further discussions or counseling on benefits available upon retirement. Formal application for retirement should be made at least three months prior to the scheduled date.
- 3. If you should propose to take any steps to retain this employee after his retirement date, your attention is invited to HN 20-324. Any recommendation in that connection will require the concurrence of the Deputy Director for Plans and should be submitted at least 12 months prior and not more than 18 months prior to the scheduled retirement date.
- 4. If a replacement is required, early notification to CSPS will assist in locating a qualified replacement. (See CSPS Memo No. 15-69, dated 9 July 1969, "Staff Personnel Requisition".)

Robert W. Sheay
Chief, Clandestine Service
Personnel Staff

S-E-C-R-E-T

GROUP I-Excluded from automatic downgrading and declassification i sjuly or

CCS has this memorandum for consideration.

Action is being held up pending KLCBUYAR'S

TDY in D. C. beginning 29 July 1968.

Appropriate medifications will be worked out with

CCS at that time.

Munitary

6 October 1967

MEMORANDUM FOR: Chief, Central Cover Staff

FROM : Chief, Domestic Operations Division

SUBJECT: Request for Non-Official Cover for Cecil J. KLOBUKAR (P)

The following paragraphs are keyed to points raised in Form 10-64, 2311.

# A. General Information

- 1. and 2. This request concerns Staff Employee Cecil
  J. KLOBUKAR (P) formerly Woodrow C. OLIEN (P), who is converting
  to Career Agent status. He is presently Chief of Base San
  Francisco. He will operate in the same area on the outside
  as a Career Agent. KLOBUKAR has been under Department of State
  Cover since the Agency was established. From 1931-44 he was
  a bona fide Foreign Service Officer. From 1944-47 he was
  with OSS/SSU/CIG. KLOBUKAR is a senior staff officer who has
  had Chief of Station positions during his entire career as
  an Agency employee.
- 3. N.A. KLOBUKAR will serve under unofficial cover domestically.
- 4. KLOBUKAR has been operating under LNSLED cover in San Francisco.
  - 5. KLOBUKAR can assume his new cover immediately.
- 6. Since KLOBUKAR's change of status involves a domestic base where he is presently assigned, the only consideration involves establishing him under non-official cover in San Francisco as a contributing Base asset as soon as possible.

Submitted by DOIL

### SECRET

7. MOBUKAR will be carried under new project WURALANCE, presently in process of submittance for approval and for which funds will be made available.

# B. Biographic Information

- 1. Cocil J. KLOBUZAR (P) was born 19 March 1911 in New York City. He is a white, male citizen of the United States. He is married and has two sons. His present address is 1807 Burlingame, California. His previous residence was Madrid, Spain where he served as Chief of Station.
  - 2. N.A.
  - 3. KLOBUKAR is a high school graduate.
- 4. KLOBUKAR has been a State Department employee from 1931 to 1944. Subsequently OSS and CIA. From 1929 to 1930 he was a bookkeeper and assistant to a traffic manager.
  - 5. Not necessary for cover development.
- 6. As a senior Foreign Service Officer of many years KLOBUKAR has the social, intellectual and diplomatic qualities that are necessary in any form of business activity. He is a pleasant and interesting personality.
  - 7. N.A.
  - 8. Mexico, Guatemala, Argentina, Ecuador, Cuba, Spain.
  - 9. He speaks fluent spanish.
  - C. Security Considerations
  - 1. See A. (General Information)
  - 2. N.A.
  - 3. Infrequently and then only when on TDY to Headquarters.
- 4. As a Chief of Station over many years, in several countries, KLOBUKAR has had official cover and operational contact with many foreign governmental officials.

- 5. See A. (General Information)
- 6. None known
- 7. None known
- 8. It is anticipated that KLOBUKAR will continue his association with CIA in a Cureor Agent, non-official cover capacity.
  - 9. X.A.
  - 10. N.A.
    - 11. N.A.
  - 12. N.A.
  - 13. N.A.
  - D. Operational Information
- 1. The type of operation is FI and the duration of assignment is indefinite. KLOBUKAR will be involved in spotting, assessing, and handling of selected agents. In appropriate and highly selected cases he will act as a recruiter. No need is anticipated at present that any individual will be made witting of KLOBUKAR'S CIA affiliation while he is under unofficial cover.
  - 2. San Francisco area.
- 3. Possibly other areas for which San Francisco Base is responsible and in the northwestern United States.
- 4. Ideally, KLOBUKAR's cover should be such as to allow him free and plausible business, and social and professional access to as great a portion of the local foreign element of the business, academic, consular and journalistic community.
- 5. KLOSUKAR's income cushion will be that of a retired Foreign Service Officer, supplemented by his cover income, approximatly in total \$50,000.00 per annum.

#### SECRET

- 6. The number of hours per wook that KLOBUKAR will spend at his cover employment will to a certain extent also reflect his operational activity. Since his primary function will be spent in the area of spotting and assessing, his cover activity, if truly suitable, will enable him to accomplish this in conjunction with fulfilling his cover duties.
- 7. Communication channels desired: It is expected that KLOBUKAR's Base contact will meet him under safe apartment conditions.
- 8. Attached are cover suggestions prepared by KLOBUKAR. Those suggestions clearly indicate the types of cover that could be plausibly and feasibly established for a person of KLOBUKAR's background.

Gordon L. Jorgenson Chief Domostic Operations Division

SECTET

18 March 1968

MELIORANDUM FOR: Chief, Clandestine Services Personnel

Staff

ATTENTION : Mr. Frank De Wald

SUPJECT : Request to Revert to Civil Service
Retirement System - James A. Noel

In accordance with your request there is attached (sterilized) copy of the original dispatch signed by subject in pseudonym, addressed to the Director of Personnel, in which he requests to revert to the Civil Service Retirement System. This is forwarded for appropriate action by C/CSPS.

Virginia C. Lynch Chief, DO Personnel & Training

Attachment: A/S Above

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Chief of Base, San		1 Survice	Rotirémo	nt System
Request to Re Reference: USFS-57				
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() pdmil-inf 12 March 1968 MEMORANDUM FOR THE RECORD SUBJECT: James A. Noel Chief, DO and I talked to Jim Noel this morning about the possibility of his converting from staffer to career agent. After considerable discussion, Jim agreed to the conversion. He is obviously doing this reluctantly, but he appreciates the situation within the DDP in which the encumbrance of senior grades by longtime employees is blocking the promotions of junior officers. Jim urged that he be retained as a career agent until he reaches the age of mandatory retirement (about three years). Chief, DO stated that the need in the San Francisco area for handlers of contacts and assets is such that there would be a continuing need for experienced career agents on the outside of the small San Francisco Base. I told Jim that unless he pulled something stupid, he was virtually assured of career agent status until he reached age 60, and perhaps could be employed as a retired annuitant after that time if his performance was productive and if operational requirements remain as they are at present. Jim explained why he could not retire -- the next five years will be difficult for him financially with two teen-age boys to put through college. Chief, DO and Jim will work out the details and timing of his conversion to career agent. Chief, Operational Services cc: DDP Virginia fyrik.
Older fly saddrick... C/DO

## James A. Noel

Date of birth: 3/19/11 SCD: 1/26/31 ECD: 9/18/47

## Zatimated retirement annuities:

	CIA 31 March 69	CTA 31 March 70	CIA 31 Farch 71	CSR 31March 71
Basic Annuity	\$15725 p.a.	\$16398 p.a.	\$16902 p/a	\$18,491 p.a.
Reduced annuity for survivor benefits	\$11111211 p.a.	\$15028 p.a.	\$15482 p.a.	\$16912 p.a.
Survivor benefits	\$8649 р.a.	39019 p.a.	\$9296 p.a.	\$10,170 p.a.

Name sent to DOD Pers to addise Noel that he would receive a higher annuity under the Civil Service Retirement rather than the CIA System in view of the amount of his service.

A policy decision has been made that a participant in the CIA Ret System should not later than 18 months prior to his retirement apply to be removed from the CIA Metirement System and transferred to the CSR System.

In ofder to retire under the COR System (55-30) he must be under that system for at least one year prior to retirement.

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),				routing his request through C/CSPS.
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M NO.	237 Use previ	ous editions			(40)

MEMORANDUM FOR: Mr. James A. Noel

SUBJECT : Retirement Information

- 1. There are a few situations in which an employee at the time of retirement may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service Ratirement System than under the Organization System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than eighteen months prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Since you will complete 37 years of Federal service in January of next year it is felt that you should be advised of your retirement status under the Organization System and also if returned to the Civil Service System. The following information is being submitted to assist you in determining which course of action you desire to follow:
  - a. During the period from 15 August 1944 through 19 October 1946 there were no retirement deductions withheld from your salary. In order for this time to be credited in counting total service under the Organization System it would be necessary for you to make a deposit, with interest, to cover this period. The maximum annuity under our system is 70 per cent based on 35 years of creditable service. If you should return to the Civil Service System in order to receive the maximum annuity it would be necessary for you to make a deposit, with interest, to cover that period for which no contributions were made; however, you may receive full credit in counting total service without making a deposit but your annuity will be reduced by one-tenth of the amount due as deposit.
  - b. As you are aware, you are presently entitled to apply for voluntary retirement under the Organization Retirement and Disability System. The annuity estimate given below as of 31 October 1967 would be applicable if a deposit were made to cover the period for which no deductions were withheld. The annuity estimate given for 31 March 1968 would be applicable without a deposit since you would have completed 35 years of creditable service at that time without this period of service.

31 October 1967		31 March 1968
\$14,265.00	Basic Annuity	\$14,640.00
4	Reduced to Provide for	
\$13,109.00	Survivor Benefit	\$13,446.00
\$ 7,848.00	Survivor Benefit	\$ 8,052.00

SUBJECT: Retirement Information

e. If you were to return to the Civil Service Retirement System, you would be entitled to retire under the 55-30 optional provision at any time after you have been back in that system for a period of one year. The Civil Service Regulations state that to retire under the Civil Service Retirement System an employee must have been under that system for at least one year during the two years immediately proceding retirement under that System. Therefore if you should desire to return to the Civil Service System you should submit a request to Headquarters sufficiently in advance of your planned retirement in order to allow time for your request to be acted upon and for transfer to be made effective, as well as allowing for the aforementioned one year required by Civil Service Regulations. The following annuity estimate would be applicable in this situation as of 31 December 1968, assuming a deposit is made:

Basic Annuity \$15,755.00
Reduced to Provide for
Survivor Benefit \$14,450.00
Survivor Benefit \$8,664.00

2. The above information is being forwarded for your consideration and should not be considered as anything more. If you have any questions regarding the above please feel free to forward them to Headquarters.

s: B. Perettou

B. DePolice Chief, Benefits and Services Division

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21 June 1967

M. MORAHDUN FOR: JAMES A. NOEL

SUBJECT

: Retirement Planning

- 1. The attached memorandum dated 29 May 1967 from the Director of Personnel concerns current Agency policy on retirement of personnel at age 60.
- 2. According to our records, you will achieve age 60 on 3/19/7/ , having completed 40 years 2 ments of service. On this basic you would be scheduled to retire on 3/ MARCH 1971 .
- 3. If there are any questions relative to your status, please feel free to call Frant J. Dewald, Jr., of the Clandestine Services Personnel Staff, extension 5476. We also urge you to contact the Retirement Branch, Office of Personnel, extension 3257 as soon as it is convenient for you.

Gerald E. Miller

# ADMINISTRATIVE --INTERNAL USE ONLY

260

2 7 APR 1967

MEMORANDUM FOR : James A. Noel

SUBJECT

: Retirement Planning

1. As a participant in the CIA Retirement and Disability System, you will reach mandatory retirement at age 60. The prospect of retirement deserves serious thought and planning because of its impact on each of us and for this reason, we are taking this opportunity to provide you with this advance notice that according to our records you will be required to retire on March 1971.

- 2. Planning ahead can bring about, with each passing year, definite progress toward your retirement goals and the Agency is anxious to assist you in your retirement planning.
- . 3. We would like to make available to you as much information as possible on the general subject of retirement, your annuity estimates, life and health insurance protection in retirement, opportunities for other employment, Social Security benefits, and other additional material which is available. The Agency feels that this type of information and advisory service should be made available and, hopefully, will be used by employees well in advance of the date of retirement.
- 4. Our Chief, Retirement Branch, on extension 3257, is available to discuss with you any aspect of your retirement planning and we encourage you to contact him.

Emmett D. Echols
Director of Personnel

ADMINISTRATIVE INTERNAL USE ONLY

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29 MAR - 30

MEMORANDUM FOR: Director of Personnel

THRU : DDP/OP

SUBJECT : PCS Return Prior to Completion of Tour

of Duty - James A. Noel

REFERENCE: CSN-20-59, dated 17 November 1965

1. This memorandum contains in paragraph 2 a recommendation for the approval of the Director of Personnel.

2. Mr. Moel arrived in Madrid as the Chief of Station on 21 September 1961. After home leave, he returned to Madrid on 7 August 1964, for a second tour of duty which would normally be completed on 6 August 1986. We have been advised that upon completion of his current assignment, Mr. Noel will be assigned as Chief of the DCDS field office in San Francisco, California. Since the officer now filling that position is required to leave in early September for another assignment, it is very desirable that Mr. Noel arrive in San Francisco about 6 September. Therefore, it is requested that Mr. Noel be permitted to leave Madrid on or about 1 July 1986. This will permit him to take some home leave and arrive at his new post in sufficient time to settle his family, which includes two school age children, and report for his projected assignment on schedule.

> Edward Ryan Acting Chief Western Europe Division

CECRET.



2

SUBJECT: PCS Return Prior to Completion of Tour of Duty - James A. Noel

CONCUR:

See Concurrence on Page 1
DDP/OP

22 April 1966

The recommendation in paragraph 2 is APPROVED:

/s/ Project to Unitalies

Sac RM 4.

/Director of Personnel

Date

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OTHER THAN CIA STAFF PERSONNEL, INTELLIGENCE, OR SECURITY BERVICES If such factors exist, they have not affected his performance in his present assignment. He is far removed geographically from his overseas assignment. A. PRESENT COVER ISE TO OFFICIAL MON-OFFICIAL DIVISION EVALUATION OF COVER SECURITY: Excellent. KLOBUKAR poses as a retired Foreign Service Officer and can testify to his service with the Department since 1931. In addition he is a legitimate member of two private organizations active in the field of international relations which provide him with access to consular officials in San Francisco EVALUATION OF PERFORMANCE: KLOBUKAR has recruited several support agents and has been used successfully by the San Francisco Base on other operational activities. One of these ad hoc activities aided the assessment. and final recruitment of two students from Saudi Arabia, the first recruited in the United States under the priority NE Division TWJUNGLE program. ADAPTABILITY (SUBJECT AND FAMILY) TOWARDS DUAL LIFE Excellent B. PREVIOUS COVER WASE . OFFICIAL . NON-OFFICIAL (GIVE BRIEF DESCRIPTION IF NOC.) MOBILITY INDICATE LIMITING FACTORS BOTH PERSONAL AND OPERATIONAL None INDICATE PLAISOR RECOMMENDATIONS FOR USE AFTER CURRENT ASSIGNMENT This is KLOBUKAR's last tour as he reaches the mandatory retirement age in March 1971.

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12 May 1970

Memorandum in Lieu of Fitness Report for Cccil J. KLOBUKAR for the Period 31 March 1969 to 31 March 1970

Cecil J. KLOBUKAR, a career agent, has been primarily targeted against the local consular community during this reporting period. For this purpose he has maintained membership in two local organizations concerned with foreign affairs. More than that, he has been an active contributor to their programming and has participated in most of their social and cultural functions. This has enabled him to come in contact with a relatively large number of consulate officers. During the past year he has met, on one or more occasions, thirty consular members. He is concentrating, however, on the ten consulates which have representation in the denied and semi-denied areas. Within this area he is further refining the target by attempting to contact the more junior officers who give promise of a longer future career and a greater chance of being posted to an area of operational interest. To date, he has succeeded in establishing such contacts in the Japanese, Finnish and Indian Consulates. In this last came he has successfully passed the target to another Base officer for further development and hopes to accomplish the same with his Japanese and Finnish contacts.

In addition to this primary responsibility, KLOBUKAR also handles a support asset who is targeted against the academic community. He is directing this asset's efforts in the cultivation of two promising leads -- one, Japanese and the other, Vietnamese. Both of these cases are progressing very well due in great part to the direction and guidance which KLOBUKAR gives to the support asset.

KLOBUKAR also played a very important and direct role in the assessment and intermediate cultivation of TWPARROT/1 and TWPARROT/2 who were subsequently successfully recruited. He is now developing a local QKWAFER student who is an interesting, but difficult, recruitment prospect.

KLOBUKAR is cost conscious in the expenditure of operational funds; he does not have supervisory responsibilities.

SUMET AYBAT

As has been indicated above, KLOBUKAR has made excellent progress in gaining access to the consular community and in maintaining personal contact with potential recruitment prospects. He has also done extremely well in his direct participation in the academic area and in the supervision and direction of his support asset; his performance has been Strong.

Eligated in pseudo on 45a on 12 May 1970

Eugene O'Meara

Chief of Base, San Francisco

# Employee on 15 a by employee on 12 May 1970

I concur with the rating and narrative comments. Subject has done remarkably well in establishing himself within the San Francisco diplomatic community.

ERVIEWING OFFICIAL:

C/DOI/1 11 June 1970

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27 May 1969

### Memorandum in Lieu of Fitness Report for Cecil J. KLOBUKAR for the Period 26 July 1968 to 31 March 1969

Cecil J. KLOBUKAR was the Chief of this Base until July 1968 at which time he was assigned new duties as a career agent, targeted primarily against the San Francisco consular community. Until that time there was no specific program aimed at the official foreign community. It was KLOBUKAR's responsibility, therefore, to break ground in this new target area. He went about this chore in an orderly and organized manner by refining the community to those which were of priority interest because of their representation in denied and semi-denied areas. He then started looking for a means to get information and gain access to members of this target group. To assist him in this endeavor he recruited two members of the consular community, representing Latin American countries. Since their performance did not live up to expectations, KLOBUKAR took the initiative by joining three local organizations relating to foreign affairs in order to enhance his cover and possibility of direct access as a retired LNGOLD officer. By participating in the gatherings of these organizations, KLOBUKAR is aiming at direct contact with at least a few of the officers from target consulates.

KLOBUKAR has demonstrated excellent initiative in pursuing as many avenues of approach as possible to this rather difficult target. It is not a cohesive community and does not experience the usual mixing and contact that one finds in normal diplomatic circles. It is fragmented and cliquish and for this reason KLOBUKAR has had to show both imagination and perseverance in probing for access to those specific consulates in which the Base has priority interest. He is now demonstrating his determination to get at this target by exploring another possible means of approach of his own device.

In addition to his primary responsibility against the consular target, KLOBUKAR also handles one support asset currently being used against a high priority student target and three general purpose assets who are used from time to

1SECRET RYBAT

time in both the business and academic areas. Here he has done excellent work, particularly in the direction and guidance of the first asset.

KLOBUKAR is cost-conscious in the expenditure of operational funds; he does not presently have any supervisory responsibility.

As has been indicated above, KLOBUKAR has been given a very difficult primary target on which the Base had very little information or prior experience. While it has been a frustrating and sometimes exasperating assignment, KLOBUKAR has shown both initiative and perseverance in attacking it; his performance has been Strong.

Chief of Base, San Francisco

27 May 1969 - Employee signed in pseudo on 45a - Cecil J. KLOBUKAR

27 May 1969 - Supervisor, Chief of Base, signed in pseudo on 45 a - Eugene O'Meara

Reviewing Official's Comments and Signature.

I concur. KLOBUKAR has the maturity, wisdom and integrity necessary for the secure search for concrete recruitments in this difficult and sensitive operational sector.

10 June 1969

Date

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SECTION D

17 July 1968

### NARRATIVE COMMENTS

Indicate significant strengths or weaknosses demonstrated in current position keeping in proper perspective, their relationship he averall performance. State suggestions made for improvement of work performance five recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cast consciousness; in the use of personnel; space, equipment and funds, must be commented on, it applicable. If outra space is needed to complete Section C, attack a separate sheet of paper.

Mr. Noel is much too experienced and practiced a hand for his performance to vary very much from year to year. He has continued to turn in the highly creditable performance in San Francisco that has been standard for him for many years. He has managed his subordinates well and has exercised uniformly good judgment in directing their operational efforts. Of particular value has been his steadiness in the face of administrative adversity disrupting the organization of his Base. Mr. Noel insured that the work of the Base continued uninterrupted and demonstrated his capacity to keep on top of all details and report them to Headquarters as appropriate. It is a credit to Mr. Noel that in the post-Ramparts exposure period there was not a single instance of an academic asset withdrawing from a relationship with the Base.

The performance of his officers attests the careful guidance and wise leadership which has enabled them to operate securely and well in sensitive areas. His realtions with the FBI and DCS are excellent. He is appropriately economy minded. In short, he is a decidedly strong supervisor.

1.	BY EMPLOYEE							
1	CERTIFY THAT I HAVE SEEN SECTIONS A, B	I, AND C OF THIS REPORT						
DATE	SIGNATURE OF EMPLOYEE							
2.	BY SUPERVISOR							
MONTHS EMPLOYEE HAS BEEN		TO EMPLOYEE, GIVE EXPLANATION						
Mr. Noel is in the Field and will be shown a copy of the								
18 months	Fitness Report on his next TDY trip to Headquarters.							
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT  DATE  SIGNATURE OF EMPLOYEE  BY SUPERVISOR  MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION  IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLAN.  Mr. Noel is in the Field and will be shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the shown to the		TYPED OR PRINTED NAME AND SIGNATURE						
15 Jbly 1968	C/DO/1	Stanley H. Gaines						
3.	BY REVIEWING OFFICE	AL						
Concur in ratio	ng officer's judgment.							
DATE	OFFICIAL TITLE OF REVIEWING OFFICIA	L TYPED OR PRINTED NAME AND SIGNATURE						

CERTIFICATION AND COMMENTS

Chief, DO Division

(stemed) Cordon L. Jorgonsen

Gordon L. Jorgensen

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#### SECTION C

### NARRATIVE COMMENTS

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Ar. Noel is an old hand at running Bases or Stations abroad and his performance as Chief of Base, San Francisco, amply attests that. It goes without saying that he understands all aspects of the business, knows how to delegate, organise, direct and report. He has continued to do all these things well. His seniority, experience and maturity served the Agency in particularly good stead riving this period when the location of his Base was compromised in the public press, through no fault of Mr. Noel. His subsequent and consequent actions were all taken with sound judgment and appropriate calm and circusspection. He was also most receptive to, and cooperative in, Headquarters suggestions in this matter. He is, of course, cost conscious and an excellent supervisor. His overall performance is that of a high order of senior Agency officers.

SECTION D	CERTIFICATION AND COM	AENTS
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	IND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION		i; a copy of this report is
6 months	being retained to show	him on his next TDY to Hqs.
SauguA IE	C/DO/Z	(signed in draft) Stanley H. Gaines
3.	BY REVIEWING OFFICIAL	
Concur fully i	n overall rating of "Strong".	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	PERES OF PRINTED NAME AND SIGNATURE
28 August 1967	Chief, DO Division	Bordon L. Jorgenson

# MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: James A. Noel, Employee Serial No. 055292, DDP/EUR, Period: 1 April 1965 - 1 July 1966, SD: D, YOB: 1911

- 1. Subject, who was born 19 March 1911, is a GS-16 and has been assigned to Madrid as Chief of Station since October 1961.
- 2. Subject is an experienced and mature officer dedicated to the Agency's mission. Conscientious and diligent, he readily accepts responsibility and is both thorough and reliable in the performance of his duties. Morale at his station has been consistently high, and Subject enjoys the respect and confidence of his subordinates. He evidences sound and objective judgment and operates well under pressure. In all aspects of the station's activities, he exhibits a high degree of cost consciousness in the expenditure of Government funds and property.
- 3. Subject's performance has been Strong throughout the rating period and he has obtained a maximum effort from his subordinates. He has enjoyed the confidence of the Ambassador and the other senior Embassy officials, all of whom have demonstrated considerable dependence upon the station.

Rolfe Kingsley Chief, European Division

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Indicate significant atrent overall performance. State on foreign language compi basis for determining futu	stance, if required	for current position	. Amplify of explain	n ratings given in Sect	ion B to provide best
applicable.		• '.		MAIL ROOM	•
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ECTION D	CERTIFICATION AND CO	MMENTS
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	CEPTIFY THAT I HAVE SEEN SECTIONS A, B	, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2,	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
	Mr. Woel is currently at 1	is overses post.
	1	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
27 September 65	Chief, WE Division	WILLIAM D. O'RYEL
27 September 65	Chief, WE Division  BY REVIEWING OFFICE	William D. O'Ryan
	Chief, WE Division  BY REVIEWING OFFICE	William D. O'Ryan

# MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: James A. Noel, Employee Serial No. 055292

Fitness Report for the Puriod 1 April 1964

to 31 March 1965

- 1. Subject, who was born 19 March 1911, is a GS-16 and has been assigned to Madrid as Chief of Station since October 1961.
- 2. As Chief of Station, he is charged with the organization and management of the station and is responsible for the planning, direction, and supervision of all its activities. He also exercises general supervision of the Burcelona base. Assisting him and under his general supervision are 24 staff employees and 15 contract employees.
- 3. Subject serves as the Ambassador's principal intelligence officer, as chairman of the Embassy Defector Committee, as the Agency representative on the Embassy Country Team, and as the coordinator of U.S. clandestine intelligence operations in Spain. Accredited as the Agency's representative to tions in Spain. Accredited as the Agency's representative to the Spanish Intelligence (AEM) and Security (DGS) services, the Spanish Intelligence (AEM) and Security (DGS) services, the plans, directs, and supervises all aspects of the station's multi-level liaison with those services and personally handles multi-level liaison with these services and a number of their the liaison with the Service chiefs and a number of their senior officers. On the operational side, subject handles senior officers. On the operational side, subject handles senior officers and QUWIND/1. He recruited QUIP/1 during BISHAD/1, CITIZEN and QUWIND/1. He recruited QUIP/1 during the rating period, arranged a new cover job for HARRIOTT through QUWIND/1, and participated in the handling of QUMALT and QUHOPS.
- 4. Subject is an experienced and mature officer, possessing an excellent command of Spanish. Highly motivated, conscientious, and industrious, he rendily accepts responsibility and is both thorough and reliable in the execution of his duties. Even tempered and affable, he holds the confidence and friendship of those whom he directs and those to whom he is responsible, and the morale of his station is noticeably high. He is alert to the operational possibilities

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of any given situation, evidences sound and objective judgment, and works well under pressure. He writes lucidly, speaks articulately, and exhibits a high degree of cost consciousness in the use of government funds and property. His delegation of responsibility to others is meaningful and well delineated.

- 5. Subject's performance has been strong throughout the rating period. He has given the station purposeful direction and competent management and as an effective supervisor who commands the loyalty and respect of those whom he supervises, he has succeeded in obtaining a maximum effort from the station personnel. He enjoys the confidence of the Ambassador and other principal officers, of the Embassy, several of whom have expressed their appreciation of subject's work and commented on the value of the station's contribution to the functioning of the Embassy. The fact that the Ambassador arrived in Madrid with definite prejudices regarding the Agency but was of quite another mind upon his departure is testimony to subject's skill and tact.
- 6. Subject has conducted the Agency's liaison with the Spanish services most competently, as evidenced by the relationship he established with Captain General Munoz Grandes, his ability to persuade the AEM to undertake sensitive operations in Cuba, and the fact that this liaison did not suffer following the attack on the Spanish ship "Sierra Aranzazu". Marked progress has been achieved in joint CE and CP operations, and subject has developed QUANTUM/30 to the point wherein the latter's collaboration far exceeds the cooperation normally expected in an official liaison relationship.
- 7. In addition to his considerable executive and liaison duties, subject has carried out the previously cited operational assignments with marked ability. He is a convincing and persuasive agent handler, and his operational reporting is prompt and thorough.
- 8. The only criticism I would make of subject is that I believe the station should bemking a greater effort to develop internal assets who will be able to report on and influence developments in Spain following the departure of Franco.

Osternal Strand

EDWARD RYAN
Deputy Chief 05 111 .5.
Western Europe Division

COMMENTS OF REVIEWING OFFICIAL: CONCUR WHITIAM D. O'RYAN, C/WE

FITNESS REPORT  SECTION A  GENERAL  Chair of Birth S. Sex 4. GRADE 9. SO D  Chair of Birth M 16 D  Chief of Station, Madrid DDP/WE/Iberia Madrid  Check (X) Type of Appointment 10. CHECK (X) Type of RESSIGNMENT STATION CAREER RESERVE TEMPORARY INITIAL RESSIGNMENT STATION	¥								
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1 April 1963 - 31 March 196	34								
SECTION B PERFORMANCE EVALUATION									
W - Weak  Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category positive remedial action. The nature of the action could range from counseling, to further training, to ply probation, to reassignment or to separation. Describe action taken or proposed in Section C.  A - Adequate  Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficient	acing on								
excellence.									
P - <u>Proficient</u> Performance is more than satisfactory. Desired results are being produced in a proficient manner.  S - Strong Performance is characterized by exceptional proficiency.									
S - <u>Strong</u> Performance is characterized by exceptional proficiency.  O - <u>Outstanding</u> Performance is so exceptional in relation to requirements of the work and in comparison to the performan others doing similar work as to warrant special recognition.	nce of								
SPECIFIC DUTIES									
As Chief of Station, Madrid, plans and directs all FI, and CA operations within Spain	P RATING LETTER								
Supervises andrid Station and Barcetona Base personner	Р								
	RATING LETTER								
Maintains contact with senior officials in the Spanish Intelligence Services	8								
PECIFIC DUTY NO. 4	RATING LETTER								
Represents the Director of CIA with the Ambassador to Spain and other U.S. officials in Spain	0								
PECIFIC DUTY NO. 8	RATING								
Personally handles several sensitive third country intelligence	B								
operations.									
i L	RATING								
Supervises Cuban operations in Spain	0								
OVERALL PERFORMANCE IN CURRENT POSITION									
	RATING ETTER								

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SECTION C NARR

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Common on foreign language competence, if required for current position. Amplify or explain ratings given in Section 8 to execute best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Subject is one of the Agency's truly mature, experienced operations officers. He has had unusual operational experience in Central and South America, both in the field and in Headquarters. His activities have spanned both the FI and the CA spectrum. He has and does deal easily and graciously with high ranking officials, both American and foreign. His good sense, poise and dignity never fail to impress. He is a person of principal and high morals. He does not hesitate to express his conviction even though he may have reason to believe such convictions are not popular. He is a strong supervisor who enjoys his subordinate's respect. He is economy minded and made diligent efforts to comply with requests to economize. Mr. Noel has succeeded in creating a cohesive station in Madrid.

1.	BY EMPLOYEE	
,	CERTIFY THAT I HAVE SEEN SECTIONS A, 8	, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	
20 April 1964	Chief, WE/5	Fred E. Hubbard
3.	BY REVIEWING OFFICE	AL
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CERTIFICATION AND COMMENTS

	FITNESS REPORT 055292								
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	CAREER-P	ROVISIONAL (See	testructions	- Section C)	X	ANNUAL		RE ADDIGNMENT	EMPLOYER
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SECT	ION B			PERFORMANO	E EV	LUATION			
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		excellence,							
P - E	roficient			iatisfactory. Desire			oduced in a p	roficient manner,	
		Performance is	so exception	ed by exceptional pr anal in relation to re- is to warrant special	quireme	nts of the work	and in com	parison to the periorn	nance of
	<del></del>			SPECIF	IC DU	TIES			
manner with sc SPECIF	in which a pervisory r IC DUTY NO	mployee perform esponsibilities :	s EACH spe	ecific duty. Conside ed on their ability to	7 ONLY	effectiveness	In performa	letter which best de nce of that duty. All plnyaes supervised).	
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	ect sup		senior	ops officer l	n cha	rge of Cul	en opera	ations.	RATING LETTER
	sonally		sensiti	re operation o	f int	erest to s	nother C	8 component.	RATING LETTER S
	c buty no		h senior	liaison pers	onnel	•		,	RATING LETTER 8
	c buty No.		elations	hip with the	Ambas	sador and	other U.	8. officials.	RATING LETTER S
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4-02 45 OBSOLETE PREVIOUS EDITIONS

SECRET

محمد ومدا لمحمد خدمودهمو محمد

t F 0 7 1 0 1 0	NA DOA TIVE COMMENT
SECTION C	NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide help bests for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Noel has atly administered a large Station and has displayed maturity, good judgment and tact in the day-to-day management and direction of Station activities and personnel. This has been achieved despite the physical location of Station staff personnel in a number of separated office sites.

Under the direction of Mr. Noel a far reaching and fruitful major operational program against the high priority Cuban target has been undertaken and Madrid Station today is making a substantial contribution in good operations and good intelligence information to the over-all Agency effort. Another notable accomplishment directly attributable to Mr. Noel, and in part a reflection of his long years of service in Latin America, has been his professional handling personally of the Station operation involving Juan Peron. Interested CS components have stated categorically that Madrid Station coverage of Juan Peron and his activities is essential in satisfying existing intelligence requirements on Peronism.

Despite the Station's heavy diversion into Cuban and Latin American activities and State Department policy restrictions on internal political activities, Mr. Noel has encouraged the development of a long-range program involving activities against the Spanish Communist Party and clandestine contact with the Spanish political opposition.

SECTION D	CERTIFICATION AND COM	IENTS
1.	BY EMPLOYEE	
J	CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT
OATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	Subject employee is in the	field. Report will be shown
19 DATE	to him upon his return to H	
25 ACR 1363	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	DC/AR	Roland E. Dulin
3.	BY REVIEWING OFFICIAL	
	I concur in above assessm	ent.
25 APR 1333	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE

SECRET



Recorded by CSPD

17 April 1962

MEMORANDUM FOR: Acting Chief, WE

SUBJECT

Mr. James A. Noel

Fitness Report Covering the Period 14 August 1961 to

31 March 1962

- 1. Mr. Noel assumed his duties as Chief of Station Madrid on 23 September 1961. The Station, as constituted when Mr. Noel arrived, included some 21 staffers plus numerous contract personnel, as well as a two man base in Burcelona. The Madrid Station proper not only includes the Embassy installation but an outside operations section as well. Since Mr. Noel arrived the Station has been launched into a Cuban operations program of considerable scale and on a crash basis. In addition, in this period, one State cover slot was withdrawn, and the experienced Chief of Base, Barcelona had to be brought home due to a family emergency.
- 2. To date Mr. Noel has given every evidence of a particular ability to cope with the crash program and the acute shortage of personnel with judiciousness and maturity. While it is too early, yet, to pass judgement, there are indications that Mr. Noel has been preoccupied with Cuban problems (an area of special interest to him) to the detriment of lower priority but, nonetheless, necessary Spanish targets (for example, contact with the local opposition and a budding effort against the Spanish Communist Party).
- 3. As indicated above, Mr. Hoel has not been in place as Chief of Station long enough to justify firm reservations concerning his management, nor to permit meaningful criticism. Also, as indicated above, his outstanding noticeable strength to date has been his ability to cope with a heavy operational program, a shortage of personnel, and a sometimes difficult operational climate, with judgement, calmness and patience.

THOMAS F. THIELE Chier, WE/5

CONCUR:

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.JAI

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7 April 1971

MEMORANDUM FOR: OF/C&TD/CAS

AIA

: Contract Personnel Division

SUBJECT

: Cecil J. KLOBUKAR

Retirement

Cecil J. KLOBUKAR, Career Agent, retired effective 31 March 1971 under the Civil Service Retirement System. This memorandum authorises the payment by the Office of Finance of any money due him.

> Paul S. Latchford Chief, DO Personnel

CONCUR:

/c/ Dos H. Laetscher 14 APR 1971

Chief. Contract Personnel Division

Distribution:

Orig & 1 - Addressee

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DO/Pers/RASanford:dag (7 Apr 71) 3193

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MEMORANDUM FOR: CSPS/Agent Panel

VIA

: Central Cover Staff

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Office of Security

VIA

CI Staff

SUBJECT

: Summary of Employment

Mr. James A. Noel

Attached hereto is Mr. Noel's Summary of

Employment for approval and permanent record.

Chief, DO Support Group

Attachment: As Stated

CONCURRENCE:

(CSPS Agent Panel)

(Central Cover Staff) 72 7100 76

(Office of Security)

(CI Staff)

GROUP I Excluded from automatic downgracting and declassification

#### JUMMARY OF EMPLOYMENT

### James A. Noel

From 1931 to 1944 I served as a Foreign Service Officer in various posts in Mexico. In 1944 I joined OSS/SSU/CIG and from that date until 1947, I worked in Europe and Latin America. In 1947 I again joined the Department of State, and served in many posts in Latin America until 1966 when I returned to the United States for a two (2) year detail with the Department of Army. In 1968 I retired from the Department of State and since then I have been living in the San Francisco area doing occasional work on a consultant basis for the Department of Defense.

REQUEST FOR MEDICAL EVALUATION PROBLEM PRE-EMPLOYMENT	ON  3. POSITION TITLS  Ops Officer	10 Pobrusty 1971  A. GRADE  08-16
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22 April 1969

HEMORATEURI FOR: OP/PAB

: Cecil J. MICHERAR (P) - Career Agent

Attached is a copy of USFT-1477 dated 4 April 1969 in which subject requests concellation of his optional FEILI ples to be effective 3 May 1969.

Virginia C. Lynch Chief, DO Personnel and Training

Attachment: USFT-1477 and authorisation

CC - OF/CEED/BAIS

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4 April 1969

MEMORA NDUM

TO

FROM : James A. Noel

SUBJECT: \$10,000 Optional Insurance

This memorandum is authorization to cancel the \$10,000 additional optional life insurance coverage under the Federal Employees Group Life Insurance Program which I elected to take in February 1968. I request that this cancellation be effective as of 3 May 1969.

James A. Noel

5 August 1968

MEDICRANDUM FOR: OF/PAB

SUBJECT

: Cecil J. KLOEUKAR (P) Career Agent - Employee No. 463100

Subject converted from Staff Employee to Career Agent status effective 4 August 1968. Attached is his FEULI application signed in pseudonym.

Virginia C. Lynch Chief, DO Personnal and Training

Attachment: A/8

# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

"IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

## TO COMPLETE THIS FORM-

## FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
   Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

4	NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURIT	Y NUMBER
	KLOBUKAR EMPLOYING DEPARTMENT	CECIL F OR AGENCY	IX J.	3/19/11 LOCATION (City, State, ZIP Code)		
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DUPLICATE COPY-For Agency Use

STANDARD FORM No. 176-T JANUARY 1963 (For use only until April 14, 1968) 176-101

See Table of Effective Dates on back of Origina:

18 Tuly 1968

MEHO FOR: The File

SUBJECT: Cecil J. KLOBUKAR (P), Service Computation Date

1. On his SF-lik dated 31 July 68 subject claimed following creditable service:

Service		From	Te
Dept of State	•••	26 Jan 31	15 Aug 44
OSS/SSJ/CTG	• •	16 Aug 44	17 3ep 47
CIA Staff Employee		18 Sep 47	3 Aug 68
CIA Career agent	• •	4 Aug 68	date

2. Subject has had continuous service from 26 Jan 1931. Accordingly, this date was set as subject's SCO. Review of subject Staff simpleyee file this date that found that the Staff supleyee file also cited subject's SCO as being 26 Jan 1931.

Paul Wilson

11/5/1/1

SECRET

31 July 1968

MEMORANDUM FOR: Chief, Insurance Branch/BSD/OP

This is to advise you that <u>Cecil J. Klobukar</u>
has been employed under an Agency personal services contract
effective <u>4 August 1968</u>. The contract authorizes
participation in Civil Service Retirement, FEGLI and Federal
Health Insurance.

Subject's contract is the administrative responsibility of ______.

Dow H. Luetscher Chief Contract Personnel Division

SECRET

Group l
Excluded from automatic
downgrading and
declassification

Mr. Cecil J. Klobukar

Dear Mr. Klobukar:

The United States Government, as represented by the Contracting Officer, hereby contracts with you for your services as a Career Agent under the following terms and conditions:

- i. Status. Your status is that of a Government employee under contract and, as such, your rights and benefits are governed by the provisions of this agreement. It is specifically understood that you are not entitled to rights and benefits pertaining to appointed staff status, except as provided herein.
- 2. Cover. In the performance of your services hereunder, you will act under cover suitable to conceal your true relationship with the Government. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction of terms which may in any way amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.
- 3. Compensation. For your services as a Career Agent, you will be compensated at a basic salary of \$26,640 per annum, the equivalent of a CS-16/6. In addition you will be entitled to legislative pay adjustments and within grade promotions in substantial conformance with rules and regulations applicable to Government appointed employees.
- 4. Funding. If necessary to protect the security of this arrangement, medies due you hereunder may be funded in other than a direct manner. It is understood and agreed that any monies so funded constitute payment by the Government in satisfaction of its obligations under this agreement.
- 5. Taxes. As a Career Agent, monies paid you under paragraph three (3) above constitute taxable income for Federal tax purposes and you must satisfy your Federal tax liability thereon. Such income may be paid you by or through a cover facility. Because of cover, operational, and security considerations the Tax Committee of this organization is authorized to make certain determinations and establish procedures (including tax withholdings) which will result in the full satisfaction of your Federal income and Social Security tax obligations. It is specifically understood and agreed that such determinations and procedures, whether oral or written, constitute an integral part of this contract and are legally incorporated herein by reference.



- 6. Travel. You will be advanced or reimbursed funds for necessary expenses incurred in connection with such operational travel as may be directed or authorized by this organization. This may include per diem in lieu of subsistence in the course of such travel and while on temperary duty away from your post of assignment. All travel, transportation and per diem provided for under this paragraph must be properly authorized, and expenses incurred herounder are subject to payment and accounting in compliance with applicable Government regulations, or according to the established policies of your cover facility, whichever is directed by the Government.
- 7. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to, entertainment and the purchase of information, as specifically approved by the Government or your cover facility. Such funds will be subject to payment and accounting in substantial compliance with applicable Government regulations or according to the established policies of your cover facility, whichever is directed by the Government.
- 8. Repayment. It is recognised that your failure to account for or refund any monies advanced you hereunder shall entitle the Government to withhold the total amount of such indebtedness or any portion thereof from any monies due you under the terms of this contract in such manner as it deems appropriate.
- 9. Benefits. By virtue of your employment relationship with the Government hereunder, you are herein authorized:
  - (a) Coverage under the Federal Employees Compensation Act, as amended. Claims by you, your heirs or legal representatives under this Act will be processed by this organisation in accordance with its procedures in such manner as not to impair security.
  - (b) Continued participation in the Civil Service Retirement System in conformance with rules and regulations applicable to appointed employees of this organization. From the basic compensation paid you hereunder there shall be deducted the appropriate rate percentage (presently 6-1/2%) for deposit and eventual crediting to the Civil Service Retirement Fund. Social Security deductions required by virtue of your cover activities will not be reimbursed you by this organization.
  - (c) Continuation of your present coverage under the Federal Employees Health Benefits Act. This organisation is presently authorized to bear a portion of the premium cost, you will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.

- (d) Continued coverage under the Federal Employees' Group Life Insurance Act unless you have previously executed a written waiver of said coverage. This organization is presently authorized to bear a portion of the premium cost, you will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.
- (c) Sick and annual leave equal to and subject to the same rules and regulations applicable to Government appointed employees. Annual leave may only be taken at times and places approved in advance by appropriate Government representatives. All accrued but unused leave credited to your former account as an appointed employee of this organization will be transferred to the leave account established for you under this agreement.
- 10. Offset. Emoluments (including benefits in kind) received from or through your cover activities are the property of the U. S. Government. Procedurally, such emoluments will be offset against amounts due you under this agreement and are acknowledged to be payment by the Government hereunder and for Federal income tax purposes. You will render signed reports to this organization, every six (6) months, indicating all cover emoluments received during the reporting period. Negative reports covering the same period will be submitted if no cover emoluments are received. Failure to submit timely reports may result in suspension of any contractual payments due you hereunder. If cover emoluments exceed those due you under this contract, you will dispose of the excess amount in conformance with Governmental instructions.
- 11. Execution of Documents. If, in the performance of services under this contract, you assume the custody of Government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by the Government to evidence this relationship.
- 12. Secrecy. (a) You will be required to keep forever secret this contract and all classified information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the espionage laws of the United States and other applicable laws and regulations.
- (b) In the event you marry or remarry during the term of this contract, you agree to advise this organization at least one hundred twenty (120) days in advance of such contemplated marriage, or otherwise as soon as known, and to furnish such personal history data on your prospective spouse as may be required by this organization. You understand and agree that should this organization determine that your marriage would limit or otherwise impair your usefulness to the Government, this contract may be terminated.

- i3. Instructions. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 14. Reassignments. During your period of service under this agreement, it may be necessary for this organization to terminate an assignment for reasons beyond your control. in such event, you will be given every consideration for other assignments appropriate to Career Agents.
- 15. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government. Specifically, you herein acknowledge that this organization makes no commitment, either express or implied, that appointed employment status will be offered you at the conclusion of or during your period of contractual service.
- 16. Term. This contract is effective as of the first and shall continue thereafter until your retirement from the organization upon reaching age sixty (60) unless sooner terminated:
  - (a) Upon ninety (90) days' actual notice by either party hereto, or
  - (b) Upon actual notice to you in the event the results of an initially required medical examination are determined by this organization to be unsatisfactory, or
  - (c) Without prior notice by the Government, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

BY_______

Contracting Officer

ACCEPTED:

Cecil J. Klobukar

WITNESS:______

AFPROVED:_____

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19 July 1968

MEMORANDUM FOR: Chief, CSPS

ATTENTION:

Chief, Agent Branch

SUBJECT:

Conversion to Career Agent Status

James A. Noel - GS-16

1. Transmitted herewith are the following documents in connection with subject's conversion to Career Agent status:

Contract Check List (3)
Nonofficial Cover Request (1)
Biographic Profile (9)
Latest Fitness Report (9)

- 2. The Request for Nonofficial Cover form has been sent to Chief, Central Cover Staff for consideration. Action is being held up pending subject's TDY at headquarters, on or about 29 July 1968. Appropriate modifications will be worked out with CCS at that time.
- 3. Subject will convert at his current salary, GS-16/6 and will be assigned to the San Francisco area, under Project WUBALANCE, engaged in spotting, assessing, recruiting and handling agents. The effective date of his contract will be determined following discussions with Mr. Noel during his TDY.

W. T. MONTGOMERY

Chief, DO Support Group

Attachments: as stated above

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